

Student Handbook/Catalog

**Volume 35
2019 – 2020**

Main Campus

740 Highway 46 S.
Dickson, TN 37055
Phone (615) 441-6220
Fax (615) 441-6223

Clarksville Campus

135 International Blvd.
Clarksville, TN 37040
Phone (931) 572-1694
Fax (931)-572-1696

Advanced Manufacturing Campus

248 Beasley Dr.
Dickson, TN 37055
Phone (615)446-5420

Franklin Campus

118 Seaboard Lane, Suite 109
Franklin, TN 37067
Phone (615) 330-1424

Web Page: www.tcatdickson.edu

Dr. Arrita Summers, President

Published September 1, 2019

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

A copy of Tennessee College of Applied Technology - Dickson's Annual Security Report is available. This report includes statistics for the previous three years concerning reported crimes that occurred on-campus; in certain off-campus buildings or property owned or controlled by TCAT Dickson; and on public property within or immediately adjacent to and accessible from the campus. The report also includes institutional policies concerning campus security, such as policies concerning sexual assault, and other matters. You may obtain a copy of this report by contacting the Student Services office or by accessing the following website:

<https://tcatdickson.edu/about/campus-safety-and-security-disclosures>

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GOVERNANCE, ACCREDITATION, and APPROVALS

Governance

The Tennessee Board of Regents (TBR) system consists of 40 institutions. TBR's 13 community colleges, and 27 colleges of applied technology offer classes in almost all of Tennessee's 95 counties. The activities of the Tennessee Board of Regents System are coordinated with the Tennessee Higher Education System in an effort to achieve unity in the programs of higher education in Tennessee.

Tennessee Board of Regents
1 Bridgestone Park
Nashville, TN 37214

Tennessee Higher Education Commission
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243

Accreditation

The Tennessee College of Applied Technology - Dickson is an accredited higher education institution. An annual report of the school's progress is made each year for continuing accreditation and every six years the accreditation must be substantiated by another self-study and team visit. TCAT Dickson is accredited by:

Commission of the Council on
Occupational Education
7840 Roswell Road, Building 300, Suite 325
Atlanta, GA 30350

Telephone (Toll-Free): 800-917-2081
Fax: 770-396-3790
www.Council.org

Veteran Training

The Tennessee College of Applied Technology - Dickson is an approved college for Veterans Training (GI Bill). For information on using Veteran benefits please contact the Financial Aid Department in the Student Services Office.

VA Education
110 9th Ave South
Nashville, TN 37203
1-888-442-4551

Tennessee Boards Approval

The Practical Nursing, and Cosmetology programs of The Tennessee College of Applied Technology - Dickson are approved by the following boards respectively:

Tennessee Board of Nursing
Department of Health
665 Mainstream Drive, 2nd Floor
Nashville, TN 37423

Tennessee Board of Cosmetology
Department of Commerce and Insurance
500 James Robertson Parkway
Nashville, TN 37243

For more information on the institution's governance, accreditation, or approvals, visit the Office of the President.

POLICY STATEMENT

The Tennessee College of Applied Technology – Dickson (TCAT Dickson) does not discriminate on the basis of race, color, religion, creed, ethnicity or national origin, sex, disability, age, status as a protected veteran, or any other class protected by Federal or State laws and regulations and by Tennessee Board of Regents policies with respect to employment, programs, and activities. Based on institutional integrity and in compliance of all laws, TCAT Dickson does not tolerate any form of sexual or racial harassment.

In compliance with the Americans with Disabilities Act, individuals are encouraged to disclose their disability to the Student Services Office to receive assistance with accommodations. It is the individual's responsibility to voluntarily and confidentially disclose information regarding the nature and extent of any disability.

All persons availing themselves of this opportunity for training are expected to fulfill his/her commitment to utilize the facilities provided and to make satisfactory progress in his/her preparation for employment. Also, each student will abide by the policies necessary to assure all training achieves its intended purpose in an efficient and safe manner. Efforts are made to update equipment and course content in order to provide educational experiences necessary for an era of rapid technological change. The administrative and instructional staff is comprised of skilled and knowledgeable journeymen who are competent in an occupational field, as well as being proficient instructors. They avail themselves of special in-service training such as state directed workshops, field trips, community and university courses. Graduates of the Tennessee College of Applied Technology – Dickson should not be expected to compete with journeymen who have developed skills and on the job experience. Usually, the graduates are considered for "entry-level" employment in their respective occupations. The course offerings and requirements of the Tennessee College of Applied Technology – Dickson are continually under examination and revision. This Student Handbook/Catalog presents the offering and requirements in effect at the time of publication but provides no guarantee that offerings will not be changed or rescinded.

Adequate and reasonable notice will be given to students affected by any changes in the Student Handbook/Catalog, most notably all updates and/or corrections will be included in the online version of the Student Handbook/Catalog, which supersedes previous written copies. This Student Handbook/Catalog is not intended to state contractual terms and does not constitute a contract between the student and the institution.

The college reserves the right to make changes as required in course offerings, curricula, academic policies and other rules and regulations affecting students and will become effective whenever determined as a result of continuous review by the institution. These changes will govern current and formerly enrolled students.

TCAT Dickson provides the opportunity for students to increase their knowledge by providing various programs of instruction by well-qualified faculty. However, acquisition of knowledge by any student is contingent upon the student's desire to learn and his/her application of appropriate study techniques to any course of program.

This student catalog/handbook has been prepared to provide information about the programs and training opportunities provided by the Tennessee College of Applied Technology – Dickson for the 2019-20 academic year. It is designed to serve as a guide for currently enrolled students, parents, educators, employers and others who are interested in seeking information and/or technology training for gainful employment or to update current skills and related information.

TABLE OF CONTENTS

Contents

GOVERNANCE, ACCREDITATION, and APPROVALS	2
Governance.....	2
Accreditation	2
Veteran Training	2
Tennessee Boards Approval	2
POLICY STATEMENT	3
ACADEMIC CALENDAR	8
HISTORY	9
GENERAL INFORMATION	12
What is a Tennessee College of Applied Technology?.....	12
Statewide Mission	12
TCAT Dickson Purpose.....	12
ADMISSIONS	13
General Admission Policy	13
HESI Admission Assessment	14
Technology Foundations	14
Policy on Affirmative Action Title VI, Section 504 Americans Disabilities Act of 1990 Public Law 101-336	15
U.S. Selective Service.....	15
Disabled Students	15
Foreign Students	16
Ability to Benefit.....	16
Credit for Previous Training from Other Institutions/Experience.....	16
Re-Admission Policy	17
Service Member Re-admission.....	17
Readmission from Suspension (All programs except Practical Nursing & Dental)	17
Readmission for Practical Nursing & Dental Assisting Students	18
Transfer from another Nursing Program.....	18
TUITION AND FEES.....	19
Fee Assessment.....	19
Maintenance Fees.....	20
Dishonored Check Collection Fees.....	20
Fee Waivers	20
Fee Discounts.....	20
Refund Policy.....	21
Calculation of Refunds.....	21
GRADING SYSTEM.....	22
Grading and Progress Policy for All Programs (except Nursing & Allied Health)	22
Student Grading and Progress for Nursing & Allied Health.....	23
Worker Characteristics Grading (Work Ethics Program for All Students)	23
STUDENT RECORDS	24
Student Files	24
Student Record Confidentiality.....	24
Student Notification of Rights.....	24

Release of Personally Identifiable Information	25
Release of Personally Identifiable Information Permitted by Specific Federal Laws	26
Transcript of Academic Record	27
High School Transcripts and GED and HiSet Scores	27
Transfer of Student Records to other Institutions	27
Title VI Rights	27
Title IX Rights	28
Pregnant Students	29
Sexual Offender Information	29
STUDENT POLICIES	30
Attendance Policy	30
Full-Time Students	30
Make-Up Hours	31
Exempt Absences.....	31
Reporting Absences.....	31
Changes in Enrollment Status.....	31
Classroom and Shop Maintenance	32
Responsibility for Tools, Equipment and Property	32
Course Activities.....	32
Utilization of Physical Facilities.....	32
Dress Policy.....	32
Attitude.....	33
ID Badges.....	33
Program Transfer Policy	33
Transfer from TCAT Dickson to Other Institutions	33
Transfers of Students from Other Institutions	33
Articulation	34
Procedure for Terminating Training.....	34
Withdrawal Policy (Automatic)	34
Health and Accident Policy.....	34
Student Insurance.....	35
Graduation Requirements	35
Graduation Ceremonies.....	35
Awards Issued Upon Program Completion.....	35
STUDENT CONDUCT/STUDENT LIFE	35
Student Accountability/Conduct	35
Academic Honesty Policy	35
Computer Operation and Internet Access Policy and Guidelines.....	36
Copyright and Digital Millennium Act	37
Patriot Act Notice to All Students	37
Traffic and Parking Rules.....	38
Disabled/Handicapped Parking Violations.....	38
Campus Security Act.....	39
TBI Campus Crime Report	39
Criminal Background Checks.....	39
Drug-Free Campus and Workplace.....	39
Nursing and Allied Health Programs Policy on Substance Screening.....	39
Substance Screening	40
Refusal to Submit	41
Ramifications.....	41
Application of the Americans with Disabilities Act	41
Smoking Policy	41
Drug and Alcohol Prevention Information	42

Student Life Activities.....	45
Student Organizations.....	45
Student Services	46
Alumni.....	46
Career Counseling.....	46
Communication Devices	47
Exit Interview	47
Food Services.....	47
Inclement Weather	47
Safety Policy	48
Firearms	49
Drug Search	49
Emergency Procedures	49
Campus Violence Policy	49
Visitors on Campus.....	59
ACADEMIC SUPPORT	59
Instructor Qualifications	59
Preparatory Programs	60
Non-preparatory Supplemental Programs.....	60
Special Industry Training Programs.....	60
Notice of Disclaimer	60
Cooperative Education.....	60
Library / Media Services	60
CONSUMER INFORMATION	60
Students Right-To-Know Graduation Rate.....	61
Voter Registration	61
Integrated Postsecondary Data	62
TESTING CENTER.....	63
PROGRAMS AT A GLANCE	63
PREPARATORY PROGRAM CATALOG	64
Campus Training.....	64
Advisory Committees.....	64
General Advisory Committee	64
Alphabetical Program Listing	65
Program Break/Lunch Schedules – Dickson Campuses	81
All classes begin at 8:00 a.m. and end at 2:30 p.m., Monday – Friday.....	81
Program Break/Lunch Schedules – Clarksville Extension Campus	82
All classes begin at 8:00 a.m. and end at 2:30 p.m., Monday-Friday	82
Program Break/Lunch Schedules – Franklin Instructional Service Center	82
All classes begin at 8:00 a.m. and end at 2:30 p.m., Monday – Friday.....	82
LIVE WORK AND REPAIR SERVICES	83
Live Work Fee & Cost of Service Fees.....	83
Relationship to Training	83
Live Work Projects	83
Administration of Live Work	84
Release of Liability	84
STAFF DIRECTORY	85

Administration Office	85
Academic Affairs/Health Careers Office	85
Business Office / Human Resources Office	85
Facilities Maintenance	86
Student Services Office.....	86
Information Technology.....	86
Full-Time Faculty	87
Part-Time Faculty	90
FINANCIAL AID HANDBOOK	91
Applying for Assistance	92
Application Deadlines	92
Types of Financial Aid	93
Appeals Process and Guidelines	94
Benefit Programs	95
Disbursement	96
Satisfactory Progress For Financial Aid.....	97
Leave of Absence (LOA)	99
Professional Judgment.....	100
Refunds and Financial Aid	100
Return of Title IV Funds Policy.....	100
Repayment of Title IV Funds by the Student to the Dept. of Education.....	101
Applying the Return of Title IV Funds Policy and the TBR Refund of Maintenance and Technology Access Fee Policy.....	101
Student Rights and Responsibilities	101
TENNESSEE BOARD OF REGENTS POLICIES (TBR) AND GUIDELINES FOR TCAT'S	102
Instructional Projects at Colleges of Applied Technology: TBR Policy: TCAT-010; TCAT-D Policy: SS-103	102
TCAT Dickson Philosophy of Conflict Resolution TBR: TCAT 023; TCAT-D Policy AA-115	105
Student Notice Regarding Complaints & Grievances at TCAT Dickson	105
Uniform Procedures for Grievances by Students at TCAT: TBR TCAT-023; TCAT-D AA115.....	105
Academic Retention and Readmission at the Tennessee Colleges of Applied Technology: TBR 2:03:01:05; TCAT-D Policy AA-103.....	107
General Policy on Student Conduct & Disciplinary Sanctions: TBR Policy 3:02:00:01; TCAT- D Policy SS-120	109
Sex Discrimination and Sexual Harassment: TBR 6:02:00:00; TCAT-D Policy AA-108	120
Sexual Misconduct: TBR 6:03:00:00.....	123
Discrimination & Harassment - Complaint & Investigation Procedure: TBR Policy P-080; TCAT-D Policy AA-108.....	137
Freedom of Speech and Expression: TBR 1:03:02:60	148
Student Due Process Procedure: TBR Policy 3:02:01:00; TCAT-D Policy AA-104	152
Fees and Refunds: TBR Policy TCAT-080	153
Student Scholarships, Grants, Loans & Financial Aid Programs: TBR 3:04:01:01.....	155
TENNESSEE BOARD OF REGENTS SENIOR STAFF & BOARD MEMBERS	157
TBR Senior Staff.....	157
TBR Board Members.....	158

ACADEMIC CALENDAR

The Tennessee College of Applied Technology – Dickson operates on a year-round basis dismissing only for observance of legal holidays, teacher in-service, breaks between terms and student vacation days. Full-time preparatory classes are scheduled five days a week for six hours a day. In addition to full-time day classes, supplemental classes are offered each term.

The calendar for the Tennessee College of Applied Technology – Dickson is based on three equal trimesters that include a minimum of 216 instructional days. The three trimesters are:

Fall: September, October, November, December

Spring: January, February, March, April

Summer: May, June, July, August

432 hours = 1 trimester

864 hours = 2 trimesters

1296 hours = 3 trimesters

1728 hours = 4 trimesters

2160 hours = 5 trimesters

This calendar is subject to change at any time prior to or during the academic term due to emergencies beyond the reasonable control of the college, including severe weather, loss of utilities, or orders by federal or state agencies.

The college reserves the right to cancel any supplemental class scheduled for a given term when the number enrolled is considered insufficient.

2019

Summer Break	June 24-July 5
Labor Day	September 2
Fall Classes Begin	September 3
Fall Break	October 18
Thanksgiving Break	November 27-29
Classes End	December 18
Winter Break	December 19-31

2020

New Years Day	January 1
Spring Classes Begin	January 3
Martin Luther King Day	January 21

President's Day	February 18
Faculty/Staff In-service (no classes)	March 11-15
Classes End	April 23
Spring Break	April 24-30
Summer Classes Begin	May 1
Memorial Day	May 27
Summer Break	June 24 - July 5
Independence Day	July 4
Classes End	August 23
Fall Break	August 26-30
Fall Classes Begin	September 3

Note: See calendar on inside back cover.

HISTORY

The Tennessee College of Applied Technology - Dickson is one of 27 applied technology colleges across the state serving the citizens of Tennessee. This system of schools was made possible by legislation enacted by the 1963 General Assembly of Tennessee, Chapter 229 of House Bill 633.

Chapter 181, Senate Bill 746-House Bill 697, of the Public Act of 1983 transferred the governance of the state technical institutes and area vocational-technical schools from the State Board of Education to the Tennessee Board of Regents. The transfer became effective on July 1, 1983, and includes 46 institutions, being the sixth largest system of higher education in the nation. By action of the Tennessee Legislature, the school name changed in 1994 from Dickson State Area Vocational Technical School to Tennessee Technology Center at Dickson.

In 2013, the Legislature unanimously approved changing the name of the state's technology centers to the Tennessee Colleges of Applied Technology.

The Tennessee Board of Regents, the governing body for TCAT Dickson, underwent a major shift in 2017 as a result of the FOCUS Act of 2016 and the appointment of a new Chancellor, Dr. Flora Tydings. The FOCUS Act seeks to ensure the colleges and universities are organized, supported and empowered in efforts to increase the percentage of Tennesseans with a postsecondary credential. Largely this involved the development of local governing boards for each of the six universities and thus allowing TBR a larger focus on the 13 community colleges and 27 technical colleges. Additional TBR efforts under the leadership of Dr. Tydings included the retitling of the chief administrative officers of the TCATs to that of Presidents; the movement towards all 40 campuses being unified through shared services; and, the restructuring of the TBR organization uniting the community and technical colleges through common offices and services.

The Tennessee Board of Regents and the Board of Trustees of the University of Tennessee System are coordinated by the Tennessee Higher Education Commission (THEC). THEC was created by the General Assembly in 1967 in order to achieve better coordination and unity in the programs of public higher education in Tennessee.

Dickson Campuses

The school had its origin in February 1964, in a leased building in downtown Dickson. The first program was a cooperative effort between the state of Tennessee and Scovill-Schrader to train machine operators to manufacture tire valves.

During this time, construction was begun on the Highway 46 training facility. The school was constructed at a cost of \$525,000, of which the Dickson County Court provided \$130,000. In 1974, a drafting department was added at a cost of \$83,254, and in 1977 the health occupations building was added at a cost of \$102,000. In 1989, the heavy equipment/diesel mechanic building was added to the campus. From 1996 through 1999 renovations were made on the Dickson main campus. Classroom/lab/shop areas were renovated and expanded. During the 1996-99 expansion, an additional 22,610 square feet were added, and equipment updated for a total cost for Dickson and Clarksville of \$3.5 million.

The Dickson facility houses 11 different programs (Surgical Technology was closed in August 2009) plus administrative offices for the school's main and satellite training facilities.

In May 2010, the Green Sustainable Energy Instructional Service Center opened on Beasley Drive in Dickson, and the Solar Photovoltaic Technician program began.

In the fall of 2012, TCAT Dickson added a Welding/Pipefitting Technology program at the Dickson main campus.

In fall of 2015, Digital Graphic Design program was added to the Dickson main campus. The Green Sustainable Energy Instructional Service Center's name changed to The Advanced Manufacturing Campus where the Industrial Maintenance/Electricity program relocated from the main campus, the Mechatronics program began, and the Solar Photovoltaic Technician program was closed.

In 2013, a master plan was developed for the TCAT system, which identified statewide facility needs. The study of the Dickson campus found that nursing program, which was located in a 40-year-old building, needed to expand to be adequate for training needs. As a result, in 2018, TCAT Dickson received funding for an 11,850-square-foot building, at \$3.3 million.

Clarksville Campuses

In January 1992 the Practical Nursing program in Clarksville began within facilities at Gateway Medical Center. Land donations of 15 acres in the Montgomery County Industrial Park, valued then at approximately \$250,000 and cash donations of more than \$225,000, were raised jointly through Advisory Council efforts. Additional contributions included air conditioning/heating units, wiring, building materials, training equipment, supplies and architectural funding.

In 1992, the Clarksville/Montgomery County Industrial Training Center was built by Clarksville industry/business and government for \$300,000 and leased by Dickson State Area Vocational-Technical School. The building included 11,000 square feet. During the 1996-99 expansion, ownership was transferred to the Tennessee Board of Regents and a second building was added at a cost of \$300,000 and 11,000 square feet. In 2005, 7.7 acres were deeded to the Tennessee Board of Regents by the Industrial Development Board of Montgomery County in anticipation of a projected 60,000-square-foot expansion. In 2007, the nursing program moved from Gateway Medical Center facilities to the extension campus in the Montgomery County Industrial Park. In September 2009, a Clarksville Instructional Service Center opened on Main Street in Clarksville and the Practical Nursing program moved there, leaving seven programs housed on the extension campus. In October 2010, school and state officials announced a \$16 million expansion of the Clarksville Extension Campus. The 65,000-square-foot addition will increase the facility's total square footage to more than 83,000.

The expansion opened to students in September 2013. At that time, the Clarksville Instructional Service Center closed and the Practical Nursing program moved to the Clarksville Extension Campus.

In fall of 2015, Diesel Powered Equipment Technology, Digital Graphic Design, and Pharmacy Technician programs were added to the Clarksville extension campus moving the campus to a total of 12 training programs.

In fall of 2019, Building Construction Technology program was added.

Waverly Campus

Commercial Truck Driving was established in July 1994 in Waverly and began operating out of the FASTRANS, Inc., location on Highway 70 west of downtown Waverly.

In the 1990s, the people of Humphreys County came together to create a facility to serve the higher education needs of their community. The result of that collaboration was the Humphreys County Center for Higher Education located on Holly Lane in Waverly.

In the fall of 1998, Business Systems Technology started at Waverly Central High School. In April 1999, when the HCCHE opened, Business Systems moved to the Center and was joined by Industrial Maintenance / Electricity.

In December 2003, the Commercial Truck Driving program was closed.

In October 2010, the Industrial Maintenance / Electricity program closed and students were consolidated into the Dickson and Clarksville programs. In December 2011, the Business Systems Technology program closed and TCAT Dickson withdrew from the space at the Humphreys County Center.

Franklin Campus

In October 2001, the Practical Nursing program started in the Williamson County Center through a grant. Classes were held at the Williamson County site of Columbia State Community College in Franklin. In September 2004, the nursing class moved to the Lion's Club building in Fairview for one year. The Williamson County program moved into new facilities in Franklin in 2005. In 2017, the program moved to 118 Seaboard Lane, Franklin, TN.

Ashland City, Fairview Campuses

In September 2009, with the assistance of federal economic stimulus funds, the college opened an instructional service center in Ashland City and students were enrolled in Business Systems Technology. A Practical Nursing program opened in Ashland City in January 2010. The Business Systems Technology program closed at the location in 2011. The Practical Nursing Program relocated from the Ashland City site to the Dickson main campus in December 2016.

Through a joint venture with Williamson County Schools, TCAT Dickson opened the Fairview Instructional Service Center within Fairview High School in 2009 and enrolled Automotive Technology students. That joint venture ended in June 2012, and the Automotive Technology program closed.

Directors and Presidents

James Clemmer was named superintendent on Feb. 1, 1965 and continued in the position through February 1972. Robert Ivy held the position through September 1976, when Bobby Sullivan was named director. Sullivan retired in June 2008, and Warner Taylor was named interim director. The Tennessee Board of Regents named Mark Powers as new director on Nov. 1, 2008. Mark Powers retired in August 2013, and Warner Taylor was named interim director. The Tennessee Board of Regents named Dr. Arrita Summers, Director effective February 1, 2015. In 2017, the Tennessee Board of Regents changed the title of Director to President for all Tennessee Colleges of Applied Technology. In 2018 the Tennessee Board of Regents changed the title of Assistant Director to Vice President.

Summary

The updated facilities and the instructional service centers help ensure the Tennessee College of Applied Technology - Dickson is fulfilling its mission and meeting objectives. The College has a history of 55 years of providing quality education and workforce development to the communities served.

GENERAL INFORMATION

What is a Tennessee College of Applied Technology?

A Tennessee College of Applied Technology is an institution, which serves people in a broad geographical area consisting of two or more counties offering technical/occupational education. Tennessee has 27 technical colleges, 26 of them (all except Chattanooga) are freestanding institutions. Tennessee Colleges of Applied Technology (TCATs) are the state's premier providers of workforce development. The 27 technical colleges and their employees provide state-of-the-art technical training for workers to obtain the technical skills and professional training necessary for advancement in today's competitive job market. Through their workforce development mission, the TCATs help businesses and industries satisfy their need for a well-trained, skilled workforce. Under the governance of the Tennessee Board of Regents, the TCATs offer certificate and diploma programs in more than 50 distinct occupational fields as well as customized training for business and industry.

Statewide Mission

The Tennessee Colleges of Applied Technology continue to serve as the premier providers for workforce development throughout the State of Tennessee. The colleges fulfill the mission by:

- Providing competency-based training through superior quality, traditional and distance learning instruction methods that qualify completers for employment and job advancement;
- Contributing to the economic and community development of the communities served by training and retraining employed workers;
- Ensuring that programs and services are economical and accessible to all residents of Tennessee; and
- Building relationships of trust with community, business, and industry leaders to supply highly skilled workers in areas of need.

Revised: August 21, 2013 Directors' Meeting; September 20, 2013 TBR Quarterly Board Meeting

TCAT Dickson Purpose

The purpose of Tennessee College of Applied Technology – Dickson curricula is to provide instruction whereby individuals may be trained or retrained for employment, and to upgrade skills and knowledge of employed workers. It is also the intent that each program will assist the student in acquiring the skills, knowledge, understanding, and attitudes, which contribute to proficiency and competency in his or her chosen field.

The college fulfills this purpose by providing training through four types of programs:

1. Full-Time Preparatory programs are designed to prepare persons for employment in specific or closely related occupations. These programs are offered on a six-hour per day basis. The length of programs can vary depending upon the requirements of the occupation.
2. Part-Time Preparatory programs are designed to prepare persons for employment in specific or closely related occupations. The part-time preparatory program is offered on less than full-time basis. Length of training ranges from a few months to four years depending upon the entrance requirements of the occupation. Part-time is classified as any hours less than 30 per week.
3. Supplemental programs are designed to assist employed workers to improve or upgrade skills and increase technical knowledge necessary for present employment or to acquire new skills and knowledge for a higher level of employment. The length of supplementary courses varies from two to several weeks. Content of the courses is determined by the specific needs of the members of the class. Time and frequency of meetings are arranged according to the convenience of the group for which the class is organized.
4. Special Industry and Public Service programs are offered to business and industry upon their request. These classes can be conducted in the college or place of employment of the class members. Specialized and intensified courses to meet specific requirements of industry may be offered when the need arises.

ADMISSIONS

The Tennessee Board of Regents establishes the admission requirements for age, status, counseling and testing. Tennessee College of Applied Technology – Dickson maintains an open-door policy for admission into occupational programs. However, educational requirements for admission vary from program to program. Most programs will admit students with a special education High School Diploma or a Certificate of Attendance. Students are informed by the instructor that job placement may not be obtained without a regular high school diploma. Due to licensing requirements, some of our programs require a regular high school diploma, GED or HiSET.

General Admission Policy

Persons seeking admission to the College must be at least 18 years of age or have a high school diploma or equivalent. Prospective students are encouraged to apply at any time. Steps to apply are as follows:

- Discuss career objective with Student Services and advise with instructor/tour program, if desired, and choose one program of study;
- Complete an application for enrollment online at www.tcatdickson.edu;
- Have a financial plan for attending the institution which may include financial aid, Veterans' educational benefits, scholarships, cash, check, money order, or some major credit cards.
- Provide TCAT Dickson with sealed, official high school transcript/diploma, college transcript/degree, or GED or HiSET scores. (See chart on next page for specific program requirements).

The enrollment application is added to the interest list on the date the application is received by the college and the applicant is notified by letter. When a vacancy occurs, notification is sent with a scheduled orientation date. Prior to or upon the first day of attendance at TCAT, each new student participates in a group orientation session, which acquaints him or her with institutional policies, functions and personnel. However, the orientation process is an ongoing program which involves departmental orientation, safety policies, and development of work attitudes, habits and behaviors which help the student to use most effectively the resources available to him/her at TCAT. Applicants who cannot attend their assigned orientation should reschedule with Student Services in advance. Those failing to attend their assigned orientation who still desire to attend should reapply.

If the applicant refuses the offer of the vacancy, Student Services has the option of delaying the applicant's entry to the next available vacancy. If the applicant declines the opportunity for enrollment twice, their enrollment application is retired and their name is removed from the Priority Wait List. Once the enrollment application is removed, the applicant may re-apply at any time.

Periodic letters will be sent to those with applications on lengthy interest lists to confirm their continued interest. Any applicant who does not respond by the date specified will have their enrollment application retired and their name removed from the interest list.

In addition to the general admission criteria, specific educational and physical requirements must be met by applicants in the following programs:

Cosmetology	10 H.S. Credits or GED score of 450 or a passing HiSET score. Provide official H.S or GED or HiSET transcript prior to enrollment.
Dental Assisting	H.S. Diploma, GED or HiSET; Information Session; Passing score on Achievement Test; Satisfactory Physical with all required immunizations; Three References.
Practical Nursing	H.S. Diploma, GED or HiSET; Information Session; Passing score on Achievement Test; Three References; Satisfactory Physical with all required immunizations; Pass Drug Screen; and background check with cost the responsibility of the student.
Pharmacy Technology	H.S. Diploma, GED or HiSET; Satisfactory Physical with all required immunizations; Pass Drug Screen; and background check with cost the responsibility of the student.

HESI Admission Assessment

The HESI Admission Assessment is a computerized entrance exam for the Practical Nursing and Dental Assisting programs. Minimum scores of 70 in both the reading and math sections are required for admission to these programs. HESI scores are considered valid for a maximum of two years. The test may be taken twice each trimester. A fee is required to take the HESI exam. Please contact the Nursing or Student Services Departments for the fee amount.

Technology Foundations

Upon enrollment:

1. Students complete the Technology Foundation assessment test to determine their present skill level in Math, Workplace Documents, and Graphic Literacy (except health science students who complete an entrance exam).
2. Individuals are scheduled to attend Technology Foundations to develop skills to enhance their program of study. Schedule varies to accommodate program students. When students achieve a designated skill level, they will exit from Technology Foundations.
3. Students seeking exemption from the Technology Foundations requirement must submit a certified transcript showing college-level math and English courses, or an award of an Associate Degree or higher. Partial credit may be given if just a Math or just an English course has been completed.

The purpose of the Technology Foundations program is to provide a comprehensive program of activities that will enable students to develop and/or enhance their basic skills, life skills, and job skills. The Technology Foundations program will provide supplemental skill training necessary for students to reach their fullest potential in the workplace. Students must complete Technology Foundations in order to graduate.

Services provided to students includes the following:

- Student Assessment: Workkeys Curriculum©
- Developmental Studies: Applied Math, Workplace Documents, and Graphic Literacy.
- Workplace and Employability Skill Development: Resume Development
- Workplace Ethics and Employer Expectations

Policy on Affirmative Action Title VI, Section 504 Americans Disabilities Act of 1990 Public Law 101-336

The Tennessee College of Applied Technology is an AA/EEO employer and does not discriminate on the basis of race, color, religion, creed, ethnicity or national origin, sex, disability, age, status as a protected veteran, or any other class protected by Federal or State laws and regulations and by Tennessee Board of Regents policies with respect to employment, programs, and activities. Procedures for filing grievance concerning discrimination of any type are found in the Office of Student Services.

U.S. Selective Service

All persons who are required to register for Selective Service under 50 U.S.C. App. Section 453 must do so before being accepted for enrollment at any post-secondary institution, including the Tennessee College of Applied Technology - Dickson. Almost all male U.S. citizens, regardless of where they live, and male immigrant aliens residing in the U.S., are required to be registered with Selective Service if they are at least 18 years old, but are not yet 26 years old. Men who are 26 years old and older are too old to register. Failure to register with the Selective Service is a felony. This information is required on the TCAT Dickson enrollment application when applying for admission to the Center. Additional requirements can be found at: www.sss.gov.

Disabled Students

Tennessee College of Applied Technology – Dickson is committed to providing opportunities and accommodations in higher education to all academically qualified students with disabilities. This commitment is consistent with the College's obligation under Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 (ADA).

A disability is defined as a physical or mental impairment that substantially limits one or more of the major life activities; a record of such an impairment or being regarded as having such an impairment. Qualified individuals with a disability are defined as an individual who, with or without reasonable modifications and accommodations, meets the essential eligibility requirements for the program services and activities offered by the college.

In order to receive "reasonable accommodations" as set forth in Section 504 of the Rehabilitation Act and the Americans with Disabilities Act, a student with disabilities must meet the following guidelines:

Notify the Coordinator of Student Services prior to enrollment or as the need arises.

Provide current documentation of the disability (Documentation is defined as a written summary from a professional who is licensed to practice in the field appropriate for diagnosing and/or treating the disability in question.)

Tennessee College of Applied Technology - Dickson will take appropriate steps to assure that anyone having a disability will receive necessary assistance in accordance with federal and state law to achieve success in any chosen program. A request form for disability assistance is available by contacting administration or student services. The form along with full, signed documentation of the assessment identifying the job-related limitations imposed by the disability, identifying and recommending potential accommodations must be submitted. Once the paperwork is returned to the Student Services office, it will be reviewed to determine if the submitted paperwork is complete and the student will be notified as to whether an accommodation request is reasonable.

The facility includes, but is not limited to special parking, curb and entrance ramps, special equipped restrooms, public telephone service, water fountains, and classroom equipment as needed. TCAT Dickson affirms that no qualified person, by reason of disability, be denied access to, participation in, or the benefit of, any program or activity operated by the college. Each qualified person shall receive reasonable accommodations to ensure equal access to educational opportunities, programs, and activities in the most integrated settings.

Foreign Students

Prospective students who are foreign nationals (non-U.S. Citizens or non-Permanent U.S. Residents) are eligible to enroll at the TCAT. It is up to the prospective student(s) to determine whether they are eligible to enroll and/or what, if any, consequences enrollment might have on their status in the U.S. In order to be eligible for state funded financial aid or other assistance, prospective students must meet the requirements of the Tennessee Eligibility Verification for Entitlements Act (EVEA) T.C.A. §4-58-101 et seq.

Ability to Benefit

All students must meet the enrollment process for their program of study; students not possessing a high school diploma or equivalent, regardless of program, will be admitted as an ability to benefit student. The minimum age for enrollment is seventeen (if the applicant has a high school diploma or GED), or eighteen and legally out of high school. Any student beyond compulsory school attendance who does not possess a high school diploma or equivalent must declare an occupational objective or demonstrate through testing or counseling a reasonable chance of success. The student's progress toward his/her occupational objective will be evaluated by the program instructor on a regular basis.

Credit for Previous Training from Other Institutions/Experience

Students may be given credit toward program completion requirements upon demonstration of common competencies. Students requesting credit for prior education/training or experiences may do so through two sources of prior credit that can be reviewed by instructors for recommendation for the student to receive credit towards a course in a Tennessee College of Applied Technology – Dickson program of study.

1. Credit from a sister TCAT institution
2. Credit from all other institutions, work experiences, certifications, etc.

Note that the instructor's role is only to recommend the granting of prior credit towards a certificate or diploma. Recommendations must then be reviewed and approved by Student Services. Credit for previous education and experience will not exceed 25% of the program of study.

Upon pre-enrollment/enrollment, students desiring credit for prior experience or education must complete a *Previous Training/Experience Form*, available from the Student Services Office, identifying any possible prior credits. The completed form will be submitted to the program instructor for completion with recommendation of credit and submitted back to the Student Services Office, along with an official transcript, including a course description(s) from the institution that the student feels is a match for a course(s) in a TCAT program of study.

Previous educational training and/or experience will be evaluated, and the student will be enrolled in training at the student's proficiency level. The time normally required for training will be shortened accordingly. Training completed in high school, technical institutes, colleges, and other training situations, such as business and industry, or the military will be evaluated toward completion requirements where applicable.

Credit for the previous training should be established by the end of the first term of each student's enrollment. Credit can be established by:

1. Testing: A student may demonstrate proficiency through oral, written, and/or skill performance. The test will be administered by the program instructor and the completed test maintained as part of the student's testing files. Recommended credit must be documented on a prior credit request form and filed in the student's folder in the Student Services Office.

2. Transcript: Prior credit may be granted to students by transcripts from other schools. Credit earned from other sources must be from institutions that are accredited by an agency recognized by the U.S. Department of Education or whose acceptance is required by a state or federal approving agency.
- Other TBR schools. The instructor should evaluate the transcript to ensure that credit is given only for those courses or units that coincide with units of instruction for this program.
 - Schools not governed by TBR but which have an articulation agreement with TCAT Dickson. Credit will be given as specified in the articulation agreement.
 - For students who are transferring from a program certified by a state or national governing board such as practical nursing, cosmetology, or NATEF (ASE), credit may be granted for completed certified units as prescribed by the certifying agency.
 - Institutions not governed by TBR but which have courses similar to the program of instruction at TCAT.

A student may apply for credit by transcript according to the curriculum, type of equipment used for training, and currency of training. Additionally, past work experience will be evaluated for currency, type of equipment used and length of employment. Based on this evaluation, the instructor will recommend the amount of credit to be given or recommend that the student complete a challenge test to determine credit. The prior credit form in the orientation folder should be completed by the student and instructor and submitted to the Student Services Office to be reviewed by the end of the first term of the student's enrollment.

Re-Admission Policy

A student who previously attended Tennessee College of Applied Technology – Dickson must re-apply for admission by completing a new enrollment application. Due to processing of financial aid, students desiring to enroll in a new program of study and use financial aid, or did use financial aid in a prior term, will experience a 60-day waiting period for re-admittance.

Service Member Re-admission

Military reserve and National Guard personnel who are mobilized to active military service within six months of attendance at TCAT Dickson and who plan to return to college, will have their tuition assessed as per TBR policy B-60.

Readmission from Suspension (All programs except Practical Nursing & Dental)

The President, in coordination with the Student Services Coordinator, may consider for re-admission an applicant who has been suspended. Criteria that will be considered in assessing candidacy for re-admission are as follows:

- Assessment of the candidate's willingness to address those deficiencies that contributed to the prior suspension; and
- Assessment of the likelihood that the re-admitted student may succeed in pursuing his/her training objective.

Probationary guidelines may be imposed based on the following violations:

Attendance Violations: Any student suspended for poor attendance must sit out one full term, but will be eligible to return the following term provided space is available.

Unsatisfactory Progress: A student suspended for unsatisfactory progress evaluation must sit out for one term, but will be eligible to return the following term provided space is available.

Conduct Violations: Any suspension for conduct violations may result in permanent dismissal from the College depending upon the severity of the violation.

No student will be allowed to re-enter the college if he or she has been suspended two times for policy violations and/or failure to meet academic standards.

Readmission for Practical Nursing & Dental Assisting Students

Any TCAT Dickson student who is unable to progress in the nursing program and desires readmission must reapply. If the student is seeking readmission to the first term, the regular application process will apply. The applicant will be required to attend an information session and submit the necessary applications. References, transcripts, and HESI scores are considered valid for two years from the time of their initial receipt.

If an individual wishes to reapply to the second or third trimester of the nursing program, the applicant must complete the TCAT Dickson application and return it to the Health Careers Department. The student must also include a letter requesting readmission to the specific term.

The Nursing Coordinator will review each case and may recommend readmission to the school President. Criteria that the Nursing Coordinator will consider in determining readmission include demonstration of the student's willingness to address the deficiencies that contributed to the prior suspension and assessment of the likelihood that the readmitted student may succeed.

Any student suspended for poor attendance must sit out one full term before being readmitted to the program. Any student suspended for academic failure may request readmission to the next available class. Readmission is dependent upon clinical availability and is not guaranteed. Re-enrollment is determined on a first-come, first-served basis.

Any student who has been suspended twice from the nursing program due to violation of attendance, academic, and/or clinical performance may be denied readmission. After a period of five years from the date of the second termination, an individual may apply to the nursing program and be given consideration for readmission. Transfer credit for this admission will not be considered.

Transfer from another Nursing Program

Students who have nursing courses at another nursing program and wish to enter in the second or third term of the TCAT Dickson nursing program may submit an application for enrollment. The application process for transfer students includes:

- Submit completed application for enrollment.
- Submit official copy of high school transcript or high school equivalency.
- Submit official transcript from previous nursing education program.

Applicants will be accepted to the program based on classroom space and clinical availability. As long as all application materials are received, acceptance is based on a first-come, first-served basis. Priority for re-enrollment is given to previous TCAT Dickson students.

After notification of conditional acceptance to the program, the following are required prior to enrollment:

- Submit evidence of satisfactory drug screen within the previous six months, background screen within the previous six months, current CPR certification, and up-to-date physical/immunizations.

Score at least a 750 on each of the HESI end of course exams for the term(s) that are being granted credit. The costs of the HESI exams are the responsibility of the applicant. If an applicant has had the HESI end of course exams within the previous two years, an official copy of the test results can be provided in lieu of retesting.

TUITION AND FEES

Fee Assessment

Fees are assessed each term in accordance with an approved fee schedule for Tennessee Colleges of Applied Technology. Maintenance Fees are based upon the number of clock hours the student is scheduled to attend for the term as outlined below for **on-ground students**. In addition to paying a Maintenance Fee each term, **on-ground students** must pay a Technology Access Fee and a Student Access Fee each term. Fees may be paid by cash, check, and money order, or credit card or by charging against Financial Aid. No two-party checks or partial payments accepted. Students must pay their fees before being admitted to class each term. All fees must be paid on registration day. Students will be counted absent until tuition and fees are paid. NOTE: Fees subject to change without notice.

Tennessee Colleges of Applied Technology				
Fee Schedule				
Effective Fall Trimester, 2019				
TRIMESTER SCHEDULE				
TRI Hours	FY 19-20 Maintenance Fee	TRI *SAF	TRI TAF	TRI TOTAL
* 1 - 40	\$ 192.00	\$ 10.00	\$ 45.00	\$ 247.00
* 41-80	259.00	10.00	45.00	314.00
* 81-135	391.00	10.00	45.00	446.00
*136-217	680.00	10.00	73.00	763.00
218-340	1098.00	10.00	73.00	1,181.00
341-432	1229.00	10.00	73.00	1,312.00

*TCAT has the option of charging \$2.50 per hour in this range.

Special Academic Fees:

Licensed Practical Nursing	\$ 100.00	Per trimester
Welding Technology	\$ 100.00	Per trimester

Books, Supplies and Expenses Students must provide the following as required by the area of training in which enrolled:

1. Texts, workbooks, paper, tools, and pencils
2. All parts and materials used on personal projects
3. Uniforms, safety glasses, and other personal items are required by specific occupational areas.
4. Students are encouraged to take the accident insurance available.

All materials, books, and supplies purchased from the bookstore by the student become the property of the student and are non-refundable.

Other Fees

Drug screening fees, Background Checks, Clinical Fees, Liability Insurance, Truck Maintenance Fees, Welding Fees, Testing Fees, and other special academic fees are non-refundable.

In compliance with TBR B-060: Appeal process regarding fees, charges, and refunds, students have the right to appeal all fees, charges, or refunds assessed to their account if they are believed to be in error. Appeals must be submitted in writing to the Student Services Office for a review. If the charges are deemed to be appropriate, students may submit their appeal to the President of TCAT-Dickson for their determination, which will be final.

Maintenance Fees

- a. **Full-time Programs** – All Tennessee College of Applied Technology students, whether residents or non-residents, shall pay the current maximum maintenance fee as approved by the Tennessee Board of Regents. All full-time students enrolling for 341 - 432 hours, whether residents or non-residents, shall pay the current maximum maintenance fee as approved by the Tennessee Board of Regents. Students enrolling or completing between term beginning and ending dates will pay a prorated fee for that term based upon the fee schedule.
- b. **Part-time Programs** – Students enrolling part-time or in short term, supplemental or special programs of less than 341 hours will be assessed a fee based on the length of the program in which he or she is enrolled. Full-time students enrolling in part-time or special industry classes will be assessed the part-time fee.
- c. **Secondary Students** – Secondary students shall not be individually assessed fees. (The TCAT will negotiate with each school district the appropriate fee for their students enrolling at the TCAT.)
- d. **Home School and Private School Students** – Each student will be assessed the standard fee.
- e. **Special Industry Training** – Student fees shall not be individually assessed for special industry training. All charges will be made to the receiving industries and shall be credited to the school's appropriate Grants and Contracts revenue account.
- f. **Other Students**—For credit classes, a fee of \$50 per term (including maintenance fee and tech access fee) may be charged to persons with a permanent and total disability, and persons who will become 65 years of age or older during the academic term in which they begin classes and who are domiciled in Tennessee. This only applies to enrollment on a space-available basis. Fees may be discounted or considered as scholarships for full-time state employees, TBR employees, spouses and dependents as well as children of certified public school teachers. Before any student is counted as enrolled, the maintenance fee must be paid. Maintenance fees may not be waived unless extenuating circumstances are present according to TBR policy at the approval of the President. After a student has properly completed the enrollment form and has been approved for the courses designated on the form, the amount of applicable fees will be determined according to the fee schedule.

Dishonored Check Collection Fees

The payment of fees may be made by cash, check, credit card, or money order. If a student pays fees with a check that is not honored by the bank, the student will be notified by the person so designated at the Tennessee College of Applied Technology - Dickson. If the check is not paid in cash within 15 calendar days from the date of notice, that student will be withdrawn from classes. An additional returned check fee of \$30 will be assessed. The institution may deny future check writing privileges to students who have paid registration fees with checks that are subsequently dishonored. (Policy 4:01:03:00 page 1). Once a check is returned for insufficient funds a second time, students are required to pay with a cashier's check or cash in subsequent terms. Any past due debts must be paid prior to any additional registration and no grade reports, certificates, or diplomas will be issued until the debt is paid.

Fee Waivers

Full-time state employees (to include TBR and UT employees) may enroll in training programs on a space-available basis without paying maintenance, technology access fees, and student activity fees through the use of a PC-191 waiver. Any dependent child under the age of 21 whose parent died as a direct result of injuries received while serving in the armed forces may be eligible for a fee waiver.

Note: All persons eligible for maintenance fee waivers or discounts must provide appropriate documentation prior to registration.

Fee Discounts

A maintenance fee discount equal to 50% will be provided to spouses and dependent children under the age of 26 whose parent is employed by the TBR or UT system. A maintenance fee discount of 25% will be given to dependent

children under the age of 24 whose parent is employed as a full-time state employee or certified teacher in a Tennessee public school or whose parent is a retired state employee.

Persons with a permanent, total disability, and persons who will become 65 years of age or older during the academic term in which they begin classes and who are domiciled in Tennessee will be charged a service fee of \$60 per term. This only applies to enrollment on a space available basis.

Refund Policy

The college will automatically calculate and process a refund for any student that withdraws during the refund period. All refund checks are mailed directly to the student from the TCAT Business Office within 30 days of receipt of the request.

Eligibility for Refunds:

1. The change in a full-time student's schedule which results in reclassification to a part-time student.
2. A change in a part-time student's schedule, which results in a class load of fewer hours.
3. Voluntary withdrawal from the College within the refund period.
4. Cancellation of a program by the College.
5. Death of a student.
6. Students administratively dismissed WILL NOT be eligible for refunds.

Title IV financial aid students (i.e. Pell, SEOG) may be subject to Return of Title IV refund policies. Wilder-Naifeh recipients are subject to institutional refund policies. There is **no** refund of technology access fees, student activity fees, or special academic fees after classes have begun.

Calculation of Refunds

1. Full Refund:

- a. 100% of tuition and fees will be refunded for classes canceled by the College.
- b. 100% of tuition and fees will be refunded for drops or withdrawals prior to the first official day of classes.
- c. 100% of tuition and fees will be refunded in the case of death of the student during the term.

2. Partial Refund:

- a. A refund of 75% of tuition may be allowed if a program is dropped or a student withdraws within the first 10% of the class hours.
- b. A refund of 50% of tuition may be allowed if a course is dropped or a student withdraws within the first 20% of the class hours.
- c. No refund of tuition may be permitted after 20% of the class hours have been completed.

3. There will be NO refund after the first official day of classes when a minimum fee is collected.

*Please note:

- Bookstore purchases, special academic fees, and liability insurance are non-refundable.
- Costs charged against a financial aid award may result in the refund to state or federal entities.
- Refund checks are requested by TCAT Dickson Business Office and are mailed to the student from the Tennessee Board of Regents Service Center.

GRADING SYSTEM

Students are evaluated on skill and theory each term. Progress reports, attendance records, and work evaluations are maintained on each student in the computerized Student Information Management System (SIMS). Students' files are maintained in the College's Student Services Office.

Grading and Progress Policy for All Programs (except Nursing & Allied Health)

Grade Scale (except Nursing & Allied Health)

A (94-100)	D (73-79)
B (87-93)	F (0-72)
C (80-86)	

Each student will be evaluated on a term basis. The term grade report will reflect each student's progress in the categories of Skill Proficiency and Related Information (theory).

A student must maintain a "D" or better average per course code and an overall combined average of a "C" or better for the 72-day period of instruction, which comprises a term. Failure to maintain the required overall combined grade average of "C" or better at the mid-term or end of term will result in academic probation. Once on probation, failure to bring grades up to an overall combined average of "C" or better by the end of the next grading period (midterm or end of term as applicable) will result in suspension. Suspended students must wait one full term prior to re-enrollment.

Pace/Progress: Instructors shall have a course outline/curriculum that stipulates the customary length of time for a module of study. Instructors shall consult with their advisory committees on their course outline/curriculum. Student Services personnel shall communicate the concept of pace/progress to new enrollees during orientation. Instructors shall communicate their program's specific pace/progress schedule to every incoming student. Instructors shall create and maintain a grading system whereby those students not maintaining the stated pace/progress for a specific module of study will receive a grade that reflects that lack of pace/progress. Instructors shall inform all students, existing and new, of the grading policy.

Since all occupational training offered in the area colleges involves technical knowledge and occupational and employability skills, students are encouraged to apply themselves to achieve success in their chosen vocational objective.

Student Grading and Progress for Nursing & Allied Health

Nursing and Allied Health students receive a theory grade in each subject. Academically, grades of A, B, and C are considered satisfactory progress; grades of D or F are considered unsatisfactory progress. A student who receives an unsatisfactory academic grade at the end of the term or unit will be suspended from the program due to failure to progress. All grades/grade averages will be calculated to the tenth place. If the tenths place is 0.5 or greater the next whole numerical number will be assigned. (i.e. 79.5 = 80) If the tenths place is 0.4 or less the standing numerical grade will be assigned. (i.e., 79.4 = 79). Students must maintain a satisfactory average (80) for each unit of the curriculum.

Grade Scale for Practical Nursing & Allied Health

A (94-100)	D (73-79) Failing
B (87-93)	F (0-72) Failing
C (80-86)	

Once grades have been awarded and posted, they may not be changed without written authorization of the instructor and the approval of the President. Students enrolled in the Practical Nursing and Allied Health programs must maintain a satisfactory average of 80 for each unit of study.

Worker Characteristics Grading (Work Ethics Program for All Students)

The U.S. Department of Labor estimates that 80 percent of workers who lose their jobs do so not because of lack of occupational skills, but because of poor work ethics. The mission of technical education is to provide business and industry with trained workers who possess both strong occupational skills and good work habits.

Business and industry leaders have identified essential worker characteristics that should be taught and practiced in order to develop a viable and effective workforce.

The ten worker characteristic traits identified are:

- | | |
|---------------|--------------------------|
| 1. Attendance | 6. Productivity |
| 2. Character | 7. Organizational Skills |
| 3. Teamwork | 8. Communication |
| 4. Appearance | 9. Cooperation |
| 5. Attitude | 10. Respect |

The Tennessee College of Applied Technology – Dickson has incorporated a worker characteristics course focusing on the worker characteristics to be taught each term. These sessions are conducted throughout the term weekly, depending on the class schedule. Each student will receive a worker characteristics course grade, which will be recorded on the student's transcript.

STUDENT RECORDS

Student Files

A permanent file is maintained on each current and former student who has enrolled in Tennessee College of Applied Technology - Dickson. The College complies with TBR guidelines S-020 on confidentiality of student records and G-070 on disposal of records. Guideline G-070 stipulates that a permanent file be maintained on each current and former student who has enrolled in TCAT. Each permanent student record will contain a minimum of the following information: 1) academic records; 2) disciplinary files; 3) matters resulting in expulsion or suspension.

The Tennessee College of Applied Technology - Dickson complies with the Gramm-Leach-Bliley Act: Security Information Program guidelines that set standards for protection of all nonpublic financial information.

Student Record Confidentiality

All student records are confidential in accordance with the Family Educational Rights and Privacy Act (Buckley Amendment), T.C.A. 15-305 and 20 V.S.C.-1232 g. confidential student information may not be disclosed without the written consent of the student. Consent to release forms and information regarding disclosure procedures may be obtained from the Student Records Office. Any student of the College has the right to inspect, review, and/or obtain a copy of his/her educational records. A student may review their file under the supervision of authorized College officials. A student must submit a written request to the Student Records Office in order to obtain a copy of his/her educational records. The Student Records Office will have up to 45 days to comply with the student's request.

Student records are housed on the main campus. The location is locked when staff is not available. During class hours, records are accessible to all relevant staff members. An electronic record is maintained within the Student Information Management System software which is backed up daily on secured servers stored in a fireproof location. The data is further stored electronically in a remote location.

The Student Services Coordinator shall be ultimately responsible for the maintenance of the official files and records of each student. However, each Student Services Staff Member has a responsibility for individual items in each file.

Educational and financial aid records are maintained on all students enrolled. The class roll is maintained by the instructor and is the official record for all students in a class. It is the official school record in matters pertaining to entrance dates, completion dates, and attendance. These records are the property of the college and are stored in the Office of Student Services.

All student records are kept confidential and may only be released by written consent of the student and/or court order. Students may review personal records by making a written request to the Student Services Coordinator. Copies of records may be obtained by making a written request and identifying the item to be copied.

Student Notification of Rights

Family Education Rights and Privacy Act (FERPA)

Students of Tennessee College of Applied Technology – Dickson have legal rights under the Family Educational Rights and Privacy Act of 1974, as well as the related regulations of the Department of Education. This law, also referred to as the Buckley Amendment, and the regulations provide that:

A student has a right to inspect and review their education records within 45 days of the day the TCAT receives a request for access. Students should submit a written request to the Student Services Coordinator that identifies the record(s) they wish to inspect. The student will be notified of the date and time when the records can be inspected.

As per TBR Policy S-020, a student may request that any record be amended if the student believes it is inaccurate, misleading, or otherwise in violation of privacy rights. To request an amendment, the student must write the Student Services Coordinator and clearly identify the part of the record they want changed and specify why it is inaccurate or misleading. If the College decides not to amend the record, the student will be notified of his/her rights to a school hearing. Additional information regarding hearing procedures will be provided to the student at that time.

Release of Personally Identifiable Information

TCAT Dickson will obtain the student's written, signed consent before disclosing personally identifiable information about the student from their records, unless the consent is not required by the law or the regulations. TCAT Dickson has a FERPA release form which gives the college permission to speak with others on their behalf as designated by the student. Students have the option to execute consent forms authorizing the TCAT Dickson to release academic education records, as defined by federal law, to a designated parent for their review. In addition, consent forms can allow TCAT Dickson representatives to speak with parents. For information on the FERPA release form, visit the Student Services Office.

The FERPA law permits disclosure without consent, to college officials with legitimate educational interests. A college official has a legitimate educational interest if the official is a person employed by TCAT Dickson in an administrative, supervisory, faculty or staff position; a person or company with whom the school has contracted services; a member of the school's governing board; or, a student serving in an official capacity, such as student review hearings. Upon request, the school also discloses education records without consent to officials of another school in which a student seeks or intends to enroll, but will notify the student, if possible, of this request.

A school may disclose personally identifiable information without student consent to the following parties:

- School officials with legitimate educational interests
- U.S. Comptroller General, U.S. Attorney General, U.S. Department of Education
- Authorized organizations conducting educational research
- Accrediting agencies
- Alleged victim of a crime
- Parent of a Dependent Student as defined by the IRS
- Parent of a student under 21 regarding the violation of a law regarding alcohol or drug abuse

As a matter of policy, TCAT Dickson does ***not*** disclose directory information of any kind without the student's consent. "Directory information" means information contained in an education record of a student which would generally be considered harmful, or an invasion of privacy if disclosed. It includes such data as:

- Name
- Address
- Date of birth
- Telephone listing
- Course of study
- Dates of attendance
- Awards earned
- Most recent previous institution attended
- Other information of the type above specifically approved by the institution or school as acceptable directory information

TCAT Dickson does not sell or otherwise provide mailing lists of students to any person or entity except as mandated by certain federal laws for military recruiters. The Solomon Amendment requires the release of name address, and date of birth to military recruiters upon their request.

Release of Personally Identifiable Information Permitted by Specific Federal Laws

FERPA and Subpoenas

In contrast to the exceptions to the notification and recordkeeping requirements granted for law enforcement purposes, educational agencies or institutions may disclose information pursuant to any other court order or lawfully issued subpoena only if the school makes a reasonable effort to notify the parent or eligible student of the order or subpoena in advance of compliance, so that the parent or eligible student may seek protective action. TCAT Dickson makes a reasonable effort to notify a student who is the subject of a subpoena or court order before complying, so that the student may seek protective action (unless the court or issuing agency has prohibited such disclosure).

FERPA and Health Records 45 CFR Part 160; 45 CFR Part 162; 45 CFR Part 164

Your schools' Office of Disability Services (ODS) normally obtains and maintains health records for each student who applies for services or waivers. So, the receipt and maintenance of health records by student services' units is well established. If a health record is used to make a decision in regard to a student's education program, (e.g., whether a student should receive extended time for testing; or be exempt from an academic requirement, such as SAP) the health record may be construed to be an education record. In that case the normal FERPA provisions for safeguarding the record applies.

Health and Safety Exemption Requirement 34 CFR 99.31(a)(10) & 34 CFR 99.36

A health and safety exception permits the disclosure of personally identifiable information from a student's record in case of an immediate threat to the health or safety of students or other individuals.

The school follows the provisions outlined in the regulations as follows:

The school only discloses personally identifiable information from an education record to appropriate parties in connection with an emergency *if* knowledge of the information is necessary to protect the health or safety of the student or other individuals.

Patriot Act changes to FERPA:

In response to the terrorist attacks on the United States that took place on September 11, 2001, Congress made changes to FERPA. Section 507 of the USA Patriot Act amended FERPA, which now contains 16 exceptions to the general rules. *Public Law 107-56; DCL April 12, 2002*

TCAT Dickson complies with the changes made to FERPA as a result of the USA Patriot Act as outlined in *DCL April 12, 2002*.

Patriot Act changes to FERPA:

For more information on TCAT Dickson's policies related to student records or for more information on FERPA, contact the Student Services Office. Additional information may be found at:

Student Services Coordinator
Tennessee College of Applied Technology - Dickson
740 Highway 46 S.
Dickson, TN 37055
615-441-6220
www.tcatdickson.edu

Tennessee Board of Regents
1 Bridgestone Park
Nashville, TN 37214
www.tbr.edu
Policy 3:02:03:00-Confidentialty of Student Records

FERPA Contact Information:
Family Policy Compliance Office
U. S. Department of Education
400 Maryland Ave. S. W.
Washington, DC 20202-4605
Phone: 202-260-3887
www.ed.gov/offices/OM/fpc

A student has the right to file a complaint with the U. S. Department of Education concerning alleged failures by TCAT Dickson to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Family Policy Compliance Office
U. S. Department of Education
600 Independence Avenue, SW
Washington, DC 20202-4605

Transcript of Academic Record

A transcript of training completed will be prepared and supplied to students upon request. All requests for transcript, including requests made to be mailed to employers or other education institutions must be made with a Transcript Release Form signed by the student. This release will expire when the request is finalized. Transcript requests take 7-10 business days to process. Students with an encumbrance of \$100 or greater will **not** be allowed to receive transcripts or awards unless the transcript is to be sent to another TBR institution and the student has entered into a written agreement to satisfy the outstanding debt or obligation owed to the college issuing the certificate of credit or official transcript. The receiving institution will not release an award or transcript until the encumbrance is paid to TCAT Dickson. The college will keep a permanent record of training. Any student who changes his/her name or address should notify the main office so that accurate records may be maintained.

A student record is confidential in accordance with the Family Educational Rights and Privacy Act (Buckley Amendment), T.C.A. 15-305 V.S.C.-1232 g. confidential student information may not be disclosed without the student's written consent. A student must submit a written request to the records department in order to obtain a copy of his/her educational records.

High School Transcripts and GED and HiSet Scores

GED and HiSET scores and transcripts are required to be on file in the Student Services Office.

Transfer of Student Records to other Institutions

Educational records may be disclosed without the student's consent to officials of another school or institution in which a student seeks or intends to enroll.

Title VI Rights

Title VI of the Civil Rights Act of 1964 prohibits discrimination based on race, color, or national origin in programs or activities receiving federal financial assistance. All federal agencies that provided grants of assistance are required to enforce the Title VI regulation.

The U.S. Department of Education gives grants of financial assistance to schools and colleges. The Title VI regulation describes the conduct that violates Title VI. Examples of discrimination covered by Title VI include racial harassment, school segregation, and denial of language services to national-origin-minority students who are

limited in their English proficiency. The U.S. Department of Education Title VI regulation is enforced by the Department's Office for Civil Rights and is in the Code of Federal Regulations at 34 CFR 100.

The Title VI regulation prohibits retaliation for filing an OCR complaint or for advocacy for a right protected by Title VI. Title VI also prohibits employment discrimination, but the protection against employment discrimination under Title VI is limited. As a result, most complaints OCR receives raising race, color, or national-origin discrimination in employment are referred to the Equal Employment Opportunity Commission.

What are a school's responsibilities to address race, color, or national origin harassment?

- A school has a responsibility to respond promptly and effectively. If a school knows or reasonably should know about race, color, or national origin harassment that creates a hostile environment, the school must take immediate action to eliminate the harassment, prevent its recurrence, and address its effects.
- Even if a student or his or her parent does not want to file a complaint or does not request that the school take any action on the student's behalf, if a school knows or reasonably should know about possible harassment, it must promptly investigate to determine what occurred and then take appropriate steps to resolve the situation.

Tennessee College of Applied Technology – Dickson is an AA/EEO institution and does not discriminate on the basis of race, color, religion, creed, ethnicity or national origin, sex, disability, age, status as a protected veteran, or any other class protected by Federal or State laws and regulations and by Tennessee Board of Regents policies with respect to employment, programs, and activities sponsored by the college. TCAT Dickson's policy on preventing discrimination is available from the Title VI Coordinator, on its website, in the Student and Employee Handbooks, and from the Student Services Office.

Inquiries concerning Title VI may be referred to the college's Title VI coordinator or to Office for Civil Rights:

Ray Bauhs
Title VI Coordinator
740 Highway 46 S.
Dickson, TN 37055
(615) 441-6220

U.S. Department of Education,
Office for Civil Rights
(800) 421-3481 or ocr@ed.gov
<http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

TCAT Dickson's grievance procedures for filing complaints of race, color, or national origin discrimination are available from the Title VI Coordinator, in the Student and Employee Handbooks, from the Student Services Office, on the governing board web site at <https://www.tbr.edu>, and on its website at <http://www.tcatickson.edu/about/non-discrimination-statement>

Title IX Rights

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 *et seq.*, is a Federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. All public and private elementary and secondary schools, school districts, colleges, and universities (hereinafter "schools") receiving any Federal funds must comply with Title IX. Under Title IX, discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual battery, sexual coercion, and sex discrimination against pregnant and parenting students.

What are a school's responsibilities to address sexual harassment and sexual violence?

- A school has a responsibility to respond promptly and effectively. If a school knows or reasonably should know about sexual harassment or sexual violence that creates a hostile environment, the school

must take immediate action to eliminate the sexual harassment or sexual violence, prevent its recurrence, and address its effects.

- Even if a student or his or her parent does not want to file a complaint or does not request that the school take any action on the student's behalf, if a school knows or reasonably should know about possible sexual harassment or sexual violence, it must promptly investigate to determine what occurred and then take appropriate steps to resolve the situation.
- A criminal investigation into allegations of sexual harassment or sexual violence does not relieve the school of its duty under Title IX to resolve complaints promptly and equitably.

Tennessee College of Applied Technology – Dickson is an AA/EEO institution and does not discriminate on the basis of race, color, religion, creed, ethnicity or national origin, sex, disability, age, status as a protected veteran, or any other class protected by Federal or State laws and regulations and by Tennessee Board of Regents policies with respect to employment, programs, and activities sponsored by the college. TCAT Dickson's policy on preventing Sex Discrimination is available from the Title IX Coordinator, on its website, in the Student and Employee Handbooks, and from the Student Services Office.

Inquiries concerning Title IX may be referred to the school's Title IX coordinator or to Office for Civil Rights.

Ray Bauhs
Title IX Coordinator
Dickson Main Campus
740 Highway 46 S.
Dickson, TN 37055
(615) 441-6220

U.S. Department of Education,
Office for Civil Rights
(800) 421-3481 or ocr@ed.gov
<http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

TCAT Dickson's grievance procedures for filing complaints of sex discrimination are available from the Title IX Coordinator, in the Student and Employee Handbooks, from the Student Services Office, on the governing board web site at www.tbr.edu, and on its website at <http://www.tcatdickson.edu/about/non-discrimination-statement>

Pregnant Students

TCAT Dickson adheres to Title IX as the law applies to pregnant students and is committed to their success.

Students may:

- Continue to participate in classes and extracurricular activities even though pregnant.
- Request reasonable accommodations.

TCAT Dickson will work with pregnant students to provide options for continuing in a program of study through excused absences or medical leave. Absences due to pregnancy or childbirth are excused absences as long as one's doctor says it is necessary. For detailed information or assistance see the TCAT Dickson Student Services Coordinator, Allied Health Coordinator, or Title IX Coordinator.

Sexual Offender Information

A federal law, the Jacob Wetterling Crimes against Children and Sexually Violent Offenders Registration Act (the "Wetterling Act"), provides minimum national standards for state sex offender registration and community notification programs. To comply with the Wetterling Act's standards, states must establish programs that require current address registration by residents of the State who have been convicted of sexually violent offenses or offenses involving sexual abuse or exploitation of minors, as described in the act. The Wetterling Act's standards also require states to accept registration information from non-resident offenders who have entered the state to work or attend school. The Wetterling Act provides generally that states must release relevant information

concerning persons required to register as necessary to protect the public. (42 U.S.C. § 14071 (Wetterling Act provisions); 64 Fed. Reg. 572 (Jan. 5, 1999) (Attorney General's guidelines for the Wetterling Act))

The CSCPA enacted two amendments to federal education laws. One of these is an amendment to the Higher Education Act of 1965 which requires institutions of higher education to advise the campus community where it can obtain the information about registered sex offenders provided by the state (pursuant to 42 U.S.C. § 14071(j)), such as the campus law enforcement office, a local law enforcement agency, or a computer network address. The other is a FERPA amendment, which makes it clear that FERPA does not prevent educational institutions from disclosing such information.

Pursuant with Tennessee Code Annotated, Title 40, Chapter 39, Section 40-39-201, the Tennessee College of Applied Technology – Dickson furnishes its students with the current website for tracking the location of registered sex offenders: <https://tn.gov/tbi/section/tennessee-sex-offender-registry>. The information contained in the registry has been provided to registering agencies and the Tennessee Bureau of Investigation by the offender and is based upon information provided by the offender. The Tennessee Bureau of Investigation cannot guarantee the accuracy of this information. It should be noted that offenders may have moved without notification. Therefore, this information should not be used in any manner to injure, harass, or commit a criminal act against any person named in the registry. Any such action could subject you to criminal prosecution.

STUDENT POLICIES

Attendance Policy

The nature of the programs at the Tennessee Colleges of Applied Technology is such that it is necessary for every student to attend regularly. Excessive interruptions due to absences will have an adverse effect on student progress. The daily attendance of a student becomes a part of the student's permanent file and is reflected on their transcript.

The attendance policy is intended to promote dependability and positive worker characteristics essential to success in the workforce. Students are expected to be punctual and attend class each day. The purpose of the attendance policy is to provide those students with extenuating circumstances or emergencies beyond their control an exception to perfect attendance. Discretionary hours or personal time away from school is not considered appropriate absences. Further, students are required to call in absences to their instructor. All students must attend at least 90.3 % of their scheduled hours in order to maintain satisfactory attendance.

Full-Time Students

- After a full-time student has been absent for a total of 5.5% of the hours for which he/she enrolled for the term, the student will receive counsel and written communication from their program instructor regarding their attendance alerting the student to the number of hours remaining prior to suspension.
- When a student has missed in excess of 9.7% of the hours for which he/she enrolled for the term, the student will receive written notification of suspension and an appeal form from the Student Services Coordinator. The student may appeal the suspension within three days of notification of the suspension. Should the student decide to appeal, an Attendance Appeal Committee will review the student's attendance record and any student provided absence documentation and then make a recommendation to the President. A student appealing suspension of attendance may remain in class until the suspension has been reviewed and a decision made.
- A student is considered tardy if not in the classroom at the designated time for class to start. Students arriving late to school will be charged as follows:

1 to 30 minutes will be counted as 30 minutes; 31 to 60 minutes will be counted as one hour, etc. Multiple tardies will result in the following discipline:

5 tardies—student will be given a documented warning by instructor.

6 tardies—student will be placed on probation by the Student Services Office.

7 tardies—student will be referred to President and may be suspended.

- A student absent three consecutive days with no notification of absences will be automatically terminated, based on the Withdrawal Policy (Automatic) found on page 35. To re-enter, the student must complete and file an application for readmission.
- Students terminated for attendance violations must wait one full term before re-enrolling. Re-admission requires a new application and following standard admissions processes.

Make-Up Hours

Make-up hours are not permitted with the exception of pregnant students. TCAT Dickson adheres to Title IX as it applies to pregnant students. Please see the Title IX policy on page 30.

Exempt Absences

Students who are members of the Reserve or National Guard and who are required to serve two weeks active duty each year will be permitted to do so. In such cases, the student will be granted leave for the period of active duty. VA certifications for such students will be adjusted accordingly. These students should advise the school of their military schedule at the beginning of the term their active duty tour is scheduled. The student must provide the college with a copy of the official orders.

A student will be excused from classes for jury duty; however, a copy of the summons must be provided to the college as well as an excuse for each day from the court clerk.

Reporting Absences

1. All absences and tardiness must be recorded on the progress report, which is kept in the student's permanent record.
2. When returning to class following an absence, the student should report to the instructor and complete the absence report.
3. Students leaving class without authorization will be counted absent and may result in disciplinary action. The student should report to the instructor before leaving.
4. False information pertaining to reasons for absences will be grounds for dismissal.

Changes in Enrollment Status

Due to extenuating circumstances, it is sometimes necessary for a student to change status or alter his/her attendance schedule. A change of status could be an increase or decrease in scheduled hours to attend. One change of status per term is allowable; however, after the census date, students will normally not be allowed to change status during the term.

- Students may change status between terms; however, approval for the change in status must be granted prior to registration.
- A student may be allowed to change status from full-time to part-time or from part-time to full-time during the term only when there are documented medical or personal reasons. Such medical or personal reasons shall include, but not be limited to, serious extended illness of the student, serious or extended illness or death of an include, but not be limited to, serious extended illness or death of an immediate family member, or other extraordinary circumstances that are beyond the student's control where continued enrollment creates a substantial hardship.

- Students must contact the Student Services Office to request a change in status. If a change in status is approved, the amount of any financial aid awards being received will be adjusted based on the revised scheduled hours for the term; therefore, all students must review the change in status request with the Financial Aid Office. Any amount that the student owes for financial resources already received must be paid prior to the effective date of the change. The institutional refund policy will be applied to determine if a refund is due.
- Additional procedures may apply for Wilder-Naifeh recipients in changing status. For students receiving the Wilder-Naifeh Technical Skills Grant award only, if the request of a change in status is denied, the student has the right to appeal.

Classroom and Shop Maintenance

Good housekeeping practices should be followed at all times. Trash should be picked up when seen; tools, equipment, etc. should be kept in appropriate places—not on benches, machines and floors when not in use.

As an integral part of instruction, each student is expected to participate in housekeeping and cleanup activities at the conclusion of each day to maintain efficient, high-level training programs.

The instructors and students are responsible for cleanliness and orderliness at all times. Each program will have a daily routine and students are expected to carry out duties as assigned.

Responsibility for Tools, Equipment and Property

Students are responsible for the proper use and care of tools, equipment and other school property. Students responsible for loss of or careless damage to school property may be requested to make adequate adjustment. Losses or damage must be reported to the instructor as soon as detected.

Course Activities

Each training program has specific rules and class policies regarding conduct, dress, safety, break and lunch schedules, and course requirements. The instructor has charge of all course activities and will inform students of training expectations, including the purchase of books, supplies, tools, and uniforms.

Utilization of Physical Facilities

The use of shops, laboratories and equipment shall be used only for purposes in carrying out the instructional program of the school. Students are responsible for proper use and care of tools and equipment.

Organizations seeking to utilize designated TCAT facilities must complete the Facilities Usage Application. This application must be submitted to the President or designee at least five (5) business days prior to the event. The President or designee will review the request and make a determination of approval or denial of the request in writing and may take the form of an email message. Disapproval of the request to use the unassigned areas will include a statement regarding the basis for the disapproval.

Dress Policy

The Tennessee College of Applied Technology – Dickson is a vocational/technical training institution. Most employers will not employ persons with inappropriate appearance. The college's administration takes the position that each student is here for the sole purpose of preparing for a career in a technical field. Presenting a work-like and neatly dressed appearance makes the task of finding and securing employment much easier. The college's aim is to make the educational experience as much like a well-managed industrial establishment as possible.

Appropriate attire should be worn that is representative of what industry requires in the work place. Safety glasses are required in the shop areas, and loose clothing is prohibited when operating machinery. Appropriate dress is strongly encouraged and will be defined by your instructor. An important training goal for each student at TCAT Dickson is to develop a sense of personal pride in his or her appearance and chosen occupation. Students may be required to purchase certain prescribed clothing such as shop suits, steel-toe boots, pants, shirts, uniforms, etc., for their particular training area. Wear shoes and clothes suitable for the area enrolled and keep them neat. Provocative or offensive clothing is prohibited on campus.

The evaluation of student worker characteristics will include student appearance as it relates to occupational/job requirements. Work and dress habits are an important part of any skilled craft person, technician, or office worker.

Attitude

Students are expected and encouraged to develop proper work habits and to maintain a sincere, cooperative attitude at all times.

ID Badges

Students must wear their Tennessee College of Applied Technology – Dickson student photo identification badges at all times while on campus. The badges must be worn so that they are visible. Upon termination from TCAT Dickson, students must return their ID badge to the instructor/Student Services office. Students must present ID badge to receive financial aid residual checks. Students who lose their student ID badge must stop by the business office during normal operating hours to report the card lost or stolen. A replacement fee of \$5.00 plus tax must be paid and a receipt must be presented to school personnel in Student Services before a new ID badge will be made.

Program Transfer Policy

It is expected there will be very limited transfer between programs since every attempt is made to place the student into a suitable area at the time of enrollment. When a student who is currently enrolled, desires to transfer to a different training program due to a career objective change, the Student Services Office will coordinate with the instructors and the student in making the transition to another program and in ensuring the change is appropriate to the student's interests and qualifications. Students must have a passing average in the program they desire to transfer from before the transfer will be considered. When the transfer choice is made, the President must approve the transfer. It is expected that generally this will occur during the first term of the student's training.

Transfer from TCAT Dickson to Other Institutions

Students withdrawing from Tennessee College of Applied Technology – Dickson must follow the records policy to have their records sent to other institutions. Financial aid records do not automatically follow students; please see Financial Aid personnel for assistance. Those students who wish to transfer to another TCAT will need to make arrangements with the Student Services Office concerning the date they expect to enter the other Tennessee College of Applied Technology.

Transfers of Students from Other Institutions

All transfers are considered on an individual basis when space is available and admission requirements are met. Transcripts indicating clock hours of attendance, grades and skills are reviewed for credit, time and placement.

Articulation

Tennessee College of Applied Technology-Dickson is committed to helping our students achieve higher degrees. Students who have documented classroom hours or experience in technical areas offered by TCAT Dickson may receive advanced placement based on a competency-based test or a review of transcripts. To receive more information on current articulation agreements please check with the Student Services Office.

Procedure for Terminating Training

Every student should talk with his/her instructor and the counselor before terminating his/her training. The procedure is as follows:

1. Talk with your instructor. Explain why you are leaving and what your plans are for the future.
2. Complete an Exit Interview Form and turn in your ID badge in the Student Services Department.
3. If a student leaves school, whether receiving an award or not, and did not complete an Exit Interview Form, the Student Services staff will mail the form to the student. This information is very important for COE, U.S. Department of Education, and TBR reporting.
4. Students may owe refunds for financial assistance program if they do not complete the hours scheduled during the term they graduate/withdraw. An interview with the Financial Aid Administrator is recommended prior to graduation/withdrawal to determine any applicable financial penalties.

Withdrawal Policy (Automatic)

Any student who is absent from class for three days without notification to the program instructor will be automatically withdrawn from class as per policy 2:03:01:05. On the day following the attendance violation, the instructor will provide the Student Services Office with the required termination notification forms.

Student Services personnel will complete the withdrawal process, including determination of Return of Title IV Aid Calculation, TBR Refund Calculation and notification of withdrawal to required outside agencies. Should the student return to class after an automatic withdrawal has been processed, the student will be required to complete a re-admission form and a new application for enrollment.

Health and Accident Policy

All students enrolling in Tennessee College of Applied Technology – Dickson are required to complete a Medical Record form. This information will be needed if a student becomes seriously ill or involved in an accident on the College campus or training work site. Adherence to sound safety practices should prevent accidents. However, in the event of an accident or in the event a student becomes seriously ill, the following procedures will be observed:

- The instructor will administer appropriate first aid, if possible.
- The instructor will inform campus administration of the accident or illness.
- If needed, arrangements will be made for the student's transportation to a hospital or physician. Appropriate persons or family members (as provided on the student's Medical Record form) will be contacted to inform them of the student's situation and/or to request assistance if it is recommended that the student should be sent home or to a health care provider.
- TCAT Personnel will complete an incident report as soon as possible after the event.

It is of utmost importance that the medical information record maintained in the student's file be thoroughly completed at the time of enrollment and that the student update the information if emergency phone numbers or conditions change at any time during training. Any student with special health conditions such as diabetes, hemophilia, HIV, epilepsy, or any other condition that are potentially dangerous should inform the faculty and list the condition on the medical record, which is part of enrollment information. The student should list an emergency contact person on the enrollment folder.

Student Insurance

Nursing and Allied Health Liability Insurance

All nursing and allied health students are required to purchase special liability insurance applicable to their program.

TBR Student Health Insurance Exchange

TCAT students can access information about the TBR Student Health Insurance Exchange online at <https://www.ahix.com/> or by calling 1-800-647-4104.

Graduation Requirements

Graduates of Tennessee College of Applied Technology – Dickson are usually considered for entry-level employment in their respective occupations. Satisfactory completion may be achieved by demonstrating proficiency based on the occupational entry requirements.

A certificate of completion may be awarded to any preparatory student who reaches a job proficiency level and to any supplemental student who completes objectives for upgrading necessary skills and knowledge.

A diploma may be awarded to each preparatory student who demonstrates satisfactory proficiency in a complete course of study. (See each program area for those job titles designed as complete courses of study.)

Graduation Ceremonies

Graduation ceremonies are held each trimester. Each student is strongly encouraged to participate in this occasion when the student's family and friends, as well as the college faculty and staff, are given the opportunity to recognize the accomplishments of each graduate. The Student Services Office will notify the students of the deadlines leading up to the event and application procedure. Graduates will be informed of the arrangements necessary to receive the cap and gown, as well as the credential.

Awards Issued Upon Program Completion

Awards and transcripts are typically issued within three to four weeks upon completion of a program of study.

STUDENT CONDUCT/STUDENT LIFE

Student Accountability/Conduct

Students are responsible for their own conduct, and violations of established rules and regulations may subject them to disciplinary measures or dismissal. Tennessee College of Applied Technology complies with the Tennessee Board of Regents Policy 3:02:00:01 Subject: General Regulations on Student Conduct and Disciplinary Sanctions. See the full policy listing in the Tennessee Board of Regents Policies (TBR) and Guidelines for TCAT's section of this handbook.

Academic Honesty Policy

Tennessee College of Applied Technology – Dickson operates under the premise of academic honesty. The policy is that plagiarism and cheating are prohibited. It is the instructors' responsibility to create an environment in which

academic honesty is expected, it is the students' obligation to uphold this policy. (See full TBR Policy 3:02:00:01 listing in the Tennessee Board of Regents Policies (TBR) and Guidelines for TCATs section of this handbook.

Computer Operation and Internet Access Policy and Guidelines

All students are required to sign an Acceptable Use Policy for Information Technology and must adhere to the following protocols. Compliance with this policy is necessary to insure maximum utilization and performance of each computer system as well as provide a sense of security and restful cooperation among the school community. Strict adherence to this policy will prevent costly damage or repair, downtime, and loss of computer privileges.

1. No computer system can be used without prior approval of the supervising instructor or other school official.
2. Because software is protected under copyright laws, no software can be copied without written authorization.
3. No outside software can be loaded on school computers without written approval.
4. Changes to a system's configuration or the inappropriate deleting or changing of computer settings is forbidden.
5. Technical manuals may not be removed from the training area.
6. Computers must not be moved or repositioned on tables.
7. To prevent damage to any system, computer users should not eat or drink within five (5) feet of a computer system, or smoke around computer equipment.
8. Specific policy for access to the Internet:
 - The system may not be used for personal or private matters. Downloading/coping files or software for personal use is a violation of the Acceptable Use Policy.
 - Creating, distributing, or accessing hate mail, pornographic or obscene materials, discriminatory, or harassing materials, is strictly forbidden.
 - Anti-Social behaviors, including spamming is forbidden.
 - Creating, distributing, or accessing confidential material, including but not limited to, test files or student/personnel records are forbidden.
9. All individuals must refrain from monopolizing their computer systems, creating unnecessary and excessive data, unnecessary computer/internet access, computer disk space, printer paper, or other information technology resources.
10. Electronic records sent, received, or stored on computers owned, leased, or administered by TCAT-Dickson are the property of the College and the Tennessee Board of Regents. As such, the content of such records, including electronic mail, are subject to inspection by TCAT-Dickson personnel. Users have no reasonable expectation of privacy in the use of these resources.
11. It is the policy of TCAT-Dickson that college telephones are to be used for business purposes only. Students are expected to exercise the same discretion in using personal cellular phones as is expected for the use of College phones. Excessive personal calls during the work day, regardless of the phone used, can interfere with employee productivity and be distracting to others.
12. All individuals are subject to criminal charges for illegal internet actions on their part. Further, students and employees must report to TCAT-Dickson administration any observations of attempted security violations or illegal activities as defined by local, state, or federal laws.

IMPORTANT NOTE: Any person who violates this policy will be subject to appropriate disciplinary sanction, including dismissal and/or possible prosecution. (See TBR Policy 3:02:00:01 regarding Student Conduct and Disciplinary Sanctions)

Inspection of Electronic Records - Electronic records sent, received, or stored on computers owned, leased, or administered by the Tennessee College of Applied Technology - Dickson are the property of the College and the Tennessee Board of Regents. As the property of TCAT Dickson and TBR, the content of such records, including electronic mail, are subject to inspection by TCAT Dickson personnel. Users should have no reasonable expectation of privacy in the use of these resources.

Copyright and Digital Millennium Act

Copyright - Materials published by the Tennessee College of Applied Technology – Dickson are protected by the Digital Millennium Copyright Act. The DMCA also requires that the institution inform all computer and network users that downloading of copyrighted material is prohibited. In addition, Tennessee Code Annotated §49-7-1(c) specifies that the institution ensure that no copyrighted digital music or videos be downloaded using institutional resources. Any attempts to do so will result in appropriate disciplinary sanctions.

Violations - Violations of the policy will result in action by the appropriate institution office. Students who violate this policy will be referred to the Student Services Coordinator for appropriate action. Employees who violate this policy may be subject to disciplinary measures imposed by their supervisor in conjunction with the institution's administration. Violations of local, state or federal laws regarding unlawful access or use may be referred to the appropriate law enforcement officials for investigation and/or prosecution.

Inspection of Electronic Records – Electronic records sent, received, or stored on computers owned, leased or administered by the Tennessee College of Applied Technology-Dickson are the property of the College and the Tennessee Board of Regents. As the property of the TCAT Dickson and TBR, the content of such records, including electronic mail, are subject to inspection by TCAT Dickson personnel. Users should have no reasonable expectation of privacy in the use of these resources.

Copyright General Information

Copyright is a form of protection provided by the laws of the United States (Title 17, U.S. Code) to creators of “original works of authorship” including literary, dramatic, musical, artistic, and other published and unpublished works, when “fixed in a tangible form of expression.” Protections last for the term of the author's life plus 50 years after death. It is given to individual, group, or corporate authors and to “works for hire”.

It is illegal for anyone to violate any of the rights provided to the owner of a copyright. The Copyright Act (1976) contains provisions prescribing damages that can be assessed if infringements are committed. In civil cases, the law allows the assessment of actual damages or statutory damages. For each infringement, statutory damages range from \$250 to \$10,000. These rights, however, are limited in scope. Sections 107-118 of the Copyright Act establish limitations that in some cases are specified as exemptions from liability. One major limitation is the doctrine of “fair-use” which is given statutory basis in Section 107 of the Act.

Patriot Act Notice to All Students

U.S.A. Patriot Act authorizes law enforcement agencies, acting pursuant to a valid court order, to compel personnel to disclose previously confidential information about their electronic communication via e-mail; their computer access of the internet and other network databases; and/or records of their telephone usage.

Traffic and Parking Rules

Parking Regulations – Faculty, students and visitors are expected to comply with all campus parking and speed regulations as well as all state laws, county and municipal ordinances governing traffic/parking in their locality. State and local law enforcement authorities will enforce those provisions on TCAT campuses. Violators may also be subject to disciplinary action in accordance with the TCAT Student Disciplinary Policy governing student conduct and disciplinary sanctions. This policy is promulgated pursuant to, and in compliance with, TBR Rule 0240-02-03-.05 Traffic and Parking.

Students are permitted to park only in the student parking. All student parking is on a first come basis. Painted lines, markings, or other visible signs will be used to designate authorized parking areas for students, faculty, staff, visitors, or any other persons authorized to use the College's facilities. Student parking is indicated by WHITE painted lines and markings. Please observe the signs for correct movement around the campus. Inability to locate an authorized parking space on campus will not excuse improper parking. Improperly parked vehicles may be towed at the owner's expense. Improper parking includes, but is not limited to the following:

1. Parking in unauthorized spaces or areas;
2. Parking in driveways, sidewalks, intersections, or loading zones;
3. Parking in any manner that blocks properly parked vehicles, such as "double-parking";
4. Within 15 feet of a fire hydrant;
5. Parking in spaces designated for use by persons with disabilities only.
6. Parking overnight is prohibited unless prior approval has been granted by the administration.

Under no circumstances may a student park in the fire and safety lanes, or in those spaces designated for faculty. Parking spaces for the handicapped are for students or visitors using a wheelchair or for those allotted a space by the College President or Campus Coordinator. Improperly parked vehicles will be towed at the vehicle owner's expense.

Littering is prohibited on the college campus.

Disabled/Handicapped Parking Violations

Authority: Tenn. Code Ann. § 40-8-203

The fine for disabled/handicapped parking violations is established by State law and will increase, as needed, to remain in compliance with State law. This rule supersedes all rules or notices regarding fines for disabled/handicapped parking violations at any TBR Institution. The fine for disabled/ handicapped parking violation is \$200.00.

Traffic Regulations: The responsibilities and duties of drivers of motor vehicles on campus include, but are not limited to, the following:

1. Observe the posted speed limit in parking areas and drives around the College;
2. Avoid reckless driving of any kind and exercise reasonable care under all circumstances;
3. Obey all state and local laws regarding the operation of motor vehicles;
4. Yield right of way to pedestrians at all times;
5. Report to campus administration all traffic accidents occurring on campus, which involve injury to persons or property.

Note: The College does not assume any responsibility for the security of, loss, or damage to any vehicle or its contents while on campus. However, students are requested to report any incidents, unusual occurrences, or concerns to the College administration. Violators of parking or traffic regulations will be subject to disciplinary action as established in the Student Conduct Policy.

Campus Security Act

All students and employees are required to report any criminal offenses or activities that occur on the main campus, extension campus, or instructional service centers. TCAT employee report them to TCAT administration immediately for appropriate action. TCAT students report them to their instructor, Student Services personnel or any TCAT administrator. Once a report of an emergency has been received, TCAT Dickson makes use of an emergency notification system that alerts students and staff through email, phone calls and texts.

The college maintains statistical data regarding certain crimes committed on college-controlled property. The annual Campus Security Report contains offenses reported for the previous year. A paper copy may be requested in the Student Services Office. Students may also request to view the campus crime log. Questions or concerns regarding campus security matters may be directed to the TCAT administration.

TBI Campus Crime Report

The Tennessee Bureau of Investigation maintains information and statistics on crimes reported on all educational campuses in Tennessee. The specific crime(s) for TCAT Dickson and the number of incidences that were reported for the 2018 reporting year, are as follows:

Burglary	2
Destruction/Damage/Vandalism	2
Theft of Motor Vehicle Parts	1
Sexual Offenses (Forcible)	1
Drug/Narcotic Violations	1

The full report is on display in the lobby of each campus. Printed copies are available in Student Services.

Criminal Background Checks

Criminal background checks are required at clinical sites for participation. Based on the results of these checks, a clinical site may determine that a particular student may not be present at their facility. This could result in the inability to successfully complete the requirements of a program of study. Additionally, a criminal background may prevent licensure or employment of one's choosing.

Drug-Free Campus and Workplace

In accordance with the Drug -Free Workplace Act of 1988 (Public Law 100-960) and the Drug-Free Schools and Communities Act of 1989, TCAT Dickson prohibits the unlawful use, manufacture, possession, distribution, or dispensing of drugs ("controlled substances" as defined in the Controlled Substance Act, 21 U.S.C. 812) and alcohol on school property. All employees and students are subject to this matter. Any violation of this policy will result in disciplinary actions.

Nursing and Allied Health Programs Policy on Substance Screening

Because nursing and allied health programs must maintain an efficient, academic environment for students, and must provide for the safe and effective care of clinical patients, the use or abuse of substances, lawful or otherwise, which interfere with the judgment or motor coordination of nursing and allied health students is strictly prohibited since it poses an unacceptable risk for colleagues, patients, Tennessee College of Applied Technology - Dickson and health care agencies. It is the intention of Tennessee College of Applied Technology - Dickson to test students in an unbiased and impartial manner.

Therefore, the unlawful use, manufacture, possession, distribution or dispensing of alcohol or illegal drugs, the misuse of legally prescribed or “over the counter” drugs or being under the influence of alcohol or drugs while engaged in any portion of the nursing or allied health program is strictly prohibited.

For the purposes of this policy, “being under the influence” means that the student’s judgment or motor coordination is impaired due to the presence or use of any chemical substance, including alcohol or any “over the counter” medication.

This substance screening policy has been instituted to ensure the confident placement of our students in all clinical settings and to protect our students, as well as their patients, from the risks associated with impaired work. A copy of this policy will be provided to each prospective nursing student upon enrollment in the nursing program.

Substance Screening

1. Testing Prior to the Clinical Experience

Students should be aware that the Tennessee College of Applied Technology - Dickson Practical Nursing program and Pharmacy Technician program requires successful completion of a drug screen prior to the commencement of participation in the clinical setting. Testing positive will prevent the student from continuing in the program (termination from the program).

Information pertaining to such testing will be provided to each student prior to testing. “Adequate notice” need not include a duration long enough for traces of chemical substances to dissipate from the testee’s system.

2. Testing for ‘Reasonable Suspicion’:

Students engaged in clinical activity may be requested to undergo a urine screening for drugs and/or a breathalyzer test for alcohol if reasonable suspicion exists to believe the student is using or is under the influence of drugs or alcohol such as to interfere with the safe performance of duties. Reasonable suspicion requires some articulable, specific, objective basis that the student is then using or is under the influence of drugs or alcohol. Reasonable suspicion may include, but is not limited to observable phenomena, such as direct observation of drug/alcohol use and/or the physical symptoms or manifestations of being under the influence of such, or abnormal conduct or erratic behavior.

When an instructor or agency personnel has the basis to believe that reasonable suspicion exists, that individual will contact another instructor or personnel to corroborate his/her observations. Where reasonable suspicion is corroborated, the student will be confronted with the observations and asked to undergo screening as soon as possible. The student will be accompanied to the testing site by school personnel.

A student who refuses to undergo testing or who tests positive to drug or alcohol use will be subject to disciplinary action. The cost of reasonable suspicion drug screening is the responsibility of the student being tested.

SUBSTANCE SCREENING PROCEDURES

The drug screen test will identify the following substances:

- Alcohol: (only required for reasonable suspicion) Any “alcoholic beverage,” all liquid medications containing ethyl alcohol (ethanol). Please read labels for content. For example, Vicks Nyquil is 25% (50 proof) ethyl alcohol, Comtrex is 20% (40 proof) ethyl alcohol and Listerine is 26.9% (54 proof) ethyl alcohol.

- Amphetamines: “speed”, “uppers”, etc.
- Cannabinoids: “THC”, “marijuana”, “hashish”, “pot”, “grass”, “hash”, etc.
- Cocaine: “coke”, “crack”, etc.
- Phencyclidine: “PCP”, “angel dust”
- Opiates: Narcotics, “heroin”, “codeine”, “morphine”, “smack”, “dope”, etc.
- Drug screens will also test for the following and their derivatives: barbiturates, benzodiazepines, methadone, methaqualone and propoxyphene.

Urine samples will be used for the purpose of drug testing. Breathalyzer tests will be used for alcohol screens. Samples will be obtained at a test site in the presence of an authorized test administrator or independent clinician. The collection of the specimen will be performed under reasonable and sanitary conditions. Individual dignity will be preserved to the extent practicable. Students will be asked to remove all unnecessary outer clothing (coats, purses) prior to entering the collection area. There will be no direct observation of the collection of urine samples. The specimen collection, storage and transportation will be performed in a manner which will reasonably preclude specimen contamination, substitution or adulteration. The student will receive a copy of the written test results. The results of testing will not be released to any person other than the student and personnel of the school unless the student gives express, written authorization to do so, specifying to whom the results may be released. A portion of the sample will be retained by the test administrator and will be made available for additional testing, at the expense of the student, if the student challenges the outcome of the test.

Refusal to Submit

Refusal to submit to any required drug or alcohol screen includes failure to provide adequate breath or an adequate amount of urine for testing without a valid medical excuse or engaging in conduct which obstructs the testing process. Refusal to submit to testing will have the same consequences as if the student tested positive.

Ramifications

A confirmed, positive result will lead to disciplinary and academic penalties, up to and including termination from the program of study. All disciplinary action taken by Tennessee College of Applied Technology - Dickson will comply with the procedures outlined in the student handbook and will be pursuant to the advice of the Health Careers Coordinator, the Student Services office, the President of TCAT at Dickson and the Office of General Counsel. Students who have tested positive under the substance abuse screening policy who wish to re-enroll in the nursing program must have satisfactorily completed a drug or alcohol abuse program or rehabilitation program.

Application of the Americans with Disabilities Act

The American with Disabilities Act does not pre-empt student compliance with the substance screening policy. Due to the safety and health-sensitive nature of clinical nursing, it is not discriminatory to require nursing students engaged in clinical activities to undergo substance screening.

The cost of all drug/alcohol screening is the responsibility of the student.

Smoking Policy

In accordance with the laws of the State of Tennessee (Public Chapter 410, “Non-Smoking Act), the following smoking policy applies to all persons at TCAT Dickson:

Smoking will not be permitted in any administrative or faculty office, shop, classroom, school vehicle, or laboratory

at any time. All smoking must be done in designated outside areas. All buildings and the main breezeway between the shop areas are smoke-free environments.

Benches and other picnic tables placed in certain areas of the campus are for non-smoking breaks only. Compliance with this policy is mandatory. Please place trash in the proper waste containers, not on the ground or in the graveled or paved areas.

A person who knowingly smokes in an area where smoking is prohibited by the provisions of this part shall be subject only to a civil penalty of fifty dollars (\$50).

The instructor of each program may permit smoke breaks as he/she may deem appropriate, but the smoke breaks shall not interfere with the daily schedule or college policy and shall not infringe upon the rights of non-smokers nor be permitted in an area that will present a safety hazard. Receptacles will be provided for this purpose and all persons are expected to properly dispose of their cigarette butts. The use of electronic or e-cigarettes and smokeless tobacco will be treated the same as traditional tobacco products and allowed only in designated smoking areas.

Drug and Alcohol Prevention Information

The Tennessee College of Applied Technology - Dickson's Drug and Alcohol Abuse Prevention Program addresses three major concerns:

1. The maintenance of an environment in which students can learn and be safe,
2. Help for students whose development or performance is threatened by abuse of drugs or alcohol, and
3. The enforcement of policies and laws regarding possession or use of drugs or alcohol on campus.

What Is Addiction?

When a drug user can't stop taking a drug even if s/he wants to, it's called addiction. The urge is too strong to control, even if you know the substance is causing harm.

Addiction is a chronic, often relapsing, brain disease that causes compulsive drug seeking and use, despite harmful consequences to the addicted individual and to those around him or her. Although the initial decision to use drugs or alcohol is voluntary for most people, the brain changes that occur over time challenge an addicted person's self-control and hamper his or her ability to resist intense impulses to use drugs or alcohol.

Addiction can become more important than the need to eat or sleep. The urge to get and use the drug can fill every moment of a person's life. The addiction replaces all the things the person used to enjoy. A person who is addicted might do almost anything—lying, stealing, or hurting people—to keep taking the drug. This could get the person arrested.

Addiction is a disease, just as diabetes and cancer are diseases. Addiction is not simply a weakness. People from all backgrounds, rich or poor, can get an addiction. Addiction can happen at any age, but it usually starts when a person is young.

Statement of Health Risks

Abusing drugs or alcohol interferes with the body's normal functioning. Because drugs directly affect many parts of the brain, abuse can lead to problems with learning, sleeping and emotional health. Abuse can also lead to permanent damage of vital organs such as the brain, heart and liver and be manifested by heart attack, stroke, blood clots, lung damage, liver damage, cancer and sudden death.

Individuals who suffer from addiction often have one or more accompanying medical issues, including lung and cardiovascular disease, stroke, cancer, and mental disorders. Imaging scans, chest X-rays, and blood tests show the damaging effects of substance abuse throughout the body. For example, tests show that tobacco smoke causes cancer of the mouth, throat, larynx, blood, lungs, stomach, pancreas, kidney, bladder, and cervix. In addition, some

drugs of abuse, such as inhalants, are toxic to nerve cells and may damage or destroy them either in the brain or the peripheral nervous system.

Even small doses of drugs and alcohol can significantly impair judgment and coordination. This is especially true in a person's ability to safely drive a vehicle or operate other machinery. Moderate doses may increase incidents of aggressive acts like spouse or child abuse. High doses can cause respiratory depression and death.

Fetal alcohol syndrome is a common problem of babies and infants born to mothers who drink alcohol during pregnancy. These infants can have mental retardation and irreversible physical abnormalities. Children born to alcoholic parents are at a greater risk of becoming alcoholics.

Sources: U.S. Department of Health and Human Services, National Institute of Drug Abuse; Tennessee Code Annotated.

Prevention Assistance

Drug and alcohol addiction are preventable diseases. Effective education and outreach programs can lead to reduced instances of abuse. Abuse can be prevented if one never uses drugs.

It is the policy of the college to prohibit the illegal use, abuse, manufacture, possession, sale, or distribution of alcoholic beverages or any controlled substance, including any stimulant, depressant, narcotic, hallucinogenic drug or substance, or marijuana on college-owned, controlled, or leased property. Such use, solicitation, sale or distribution is prohibited during any school-related activity, including off-campus trips. All students are subject to applicable federal, state and local laws related to this matter. In addition, any violation of this policy will result in disciplinary actions as set forth in the Student Conduct Policy and Disciplinary Sanctions section of this Handbook. Students are also subject to arrest and prosecution by civil authorities for violation on campus.

College personnel will seek to identify abuse problems and provide immediate intervention and assistance. The college will assist any individual whose mental or physical health is threatened by the use or abuse of alcohol or drugs. The college counselor can refer individuals to community resource centers for abuse counseling and rehabilitation.

Following is a list of area resources:

Alcoholics Anonymous 951 Clark St. Clarksville, TN 37043 931.647.0225	Alcoholics Anonymous DAFA House - 110 South Main St. Dickson, TN 37055 615.707.0967
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Alcoholics Anonymous 1st United Methodist Church 215 North Main St. Dickson, TN 37055 615.446.2917	Alcoholics Anonymous Walnut Church of Christ 201 Center Ave. Dickson, TN 37055 615.522.7034
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Cumberland Heights 8283 River Road Nashville, TN 37209 615.654.6648	Clarksville Family Therapy 2535 Madison St., Suite D Clarksville, TN 37043 931.326.1125
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New Life Lodge	Eagle's Bridge
999 Girl Scout Road	P.O. Box 402
Burns, TN 37029	Dickson, TN 37055
866.836.8125	615.482.1831

Centerstone Counseling Facilities / www.centerstone.org	
162 County Services Dr., Ste. 100	511 Eighth St.
Ashland City, TN	Clarksville, TN 37040
615.463.6160	931.920.7200

721 Highway 46 South	1330 North Main St.
Dickson, TN 37055	Tennessee Ridge, TN 37178
615.446.3797	931.721.3312

Further information is available in the Student Services Coordinator's office.

Legal Sanctions - Unlawful Possession or Distribution

TCAT Dickson and all Tennessee Board of Regents institutions have prohibitions against the possession and/or use of drugs and alcohol on property controlled by TCAT Dickson or while participating in a TCAT Dickson-sponsored program. (Please see disciplinary policies and procedures concerning student conduct listing in the Tennessee Board of Regents Policies (TBR) and Guidelines for TCATs section of this handbook).

Various federal, state and local statutes make it unlawful to manufacture, distribute, solicit, dispense, deliver, sell, or possess with intent to manufacture, distribute, solicit, dispense, deliver, or sell controlled substances. The penalty imposed depends upon many factors, which include the type and amount of controlled substance involved, the number of prior offenses, if any, whether death or serious bodily injury results from the use of such substance, and whether any other crimes were committed in connection with the use of such substance. Possible maximum penalties for a first-time violation include imprisonment for any period of time, up to a term of life imprisonment, a fine of up to \$4 million, supervised release, or any combination of the above. These sanctions are doubled when the offense involves either of the following:

1. Distribution or possession at or near a school or college campus.
2. Distribution to persons under 21 years of age (repeat offenders may be punished to a greater extent as provided by statutes).

Further, a civil penalty of up to \$10,000 may be assessed for simple possession of "personal use amounts" of certain substances under federal law.

Under state law, the offense of possession or casual exchange is punishable as a Class A misdemeanor; if there is an exchange between a minor and an adult at least two years the minor's senior, and the adult knows that the person

is a minor, the offense is classified as a felony, as provided in T.C.A. 39-17-417(21 U.S.C. 801, et. Seq.; T.C.A. 39-17-417).

It is unlawful for any person under the age of twenty-one (21) to buy, possess, transport (unless in the course of his/her employment), or consume alcoholic beverages, wine or beer. Such offenses are classified as Class A misdemeanors punishable by imprisonment for not more than 11 months and 29 days, or a fine of not more than \$2,500, or both (T.C.A. 1-3-113, 57-5-301). It further is an offense to provide alcoholic beverages to any person under the age of twenty-one (21). Such an offense is classified as a Class A misdemeanor (T.C.A. 39-15-404). The offense of public intoxication is a Class C misdemeanor and is punishable by imprisonment of not more than 30 days or a fine or not more than \$50, or both (T.C.A. 39-17-310).

Student Life Activities

Student activity programs are designed to provide information and resources, which will assist students in career and life planning. The Student Services Department is always receptive to student suggestions and requests regarding any activities that students want to organize such as job fairs, health fairs, financial aid workshops, and professional development. All students are encouraged to participate in these planned activities.

Student Organizations

National Technical Honor Society

National Technical Honor Society (NTHS) is the acknowledged leader in the recognition of outstanding student achievement in career & technical education. Thousands of schools and colleges are affiliated with the Society. Member schools agree that NTHS encourages higher scholastic achievement, cultivates a desire for personal excellence, and helps top students find success in today's highly competitive workplace.

Mission: To honor student achievement and leadership, promote educational excellence, and enhance career opportunities for the NTHS membership.

Vision: To be the leader in providing recognition for excellence in career and technical education and creating significant occupational opportunities for America's top workforce education students.

SkillsUSA

SkillsUSA is an applied method of instruction for preparing America's high performance workers in public career and technical programs. It provides quality education experiences for students in leadership, teamwork, citizenship and character development. It builds and reinforces self-confidence, work attitudes and communications skills. It emphasizes total quality at work -- high ethical standards, superior work skills, life-long education, and pride in the dignity of work. SkillsUSA also promotes understanding of the free-enterprise system and involvement in community service.

Mission: SkillsUSA's mission is to help its members become world-class workers, leaders, and responsible American citizens.

Student Government Association

The Student Government Association (SGA) allows active student participation in the affairs of the college and serves as the student leadership of the Tennessee College of Applied Technology – Dickson. The purpose of the SGA is to promote and maintain active communication between the students, faculty and administration, and to provide a means for members of the student body to express themselves effectively in the development and maintenance of the College programs which affect them.

Student Veterans Association

The Student Veterans Association (SVA) allows active student participation in the network of support to veterans. The purpose of the SVA is to:

- provide a network of support to military veterans, their families, and civilian supporters;
- educate the community about the experiences of military veterans;

- work with the college administration to meet the needs of student veterans and prospective student veterans;
- cultivate student veterans concerns through scheduled meetings, advocacy, social and recreational activities; and,
- to foster esprit de corps among student veterans and promote an understanding of student veteran issues.

Student Services

Educational. The staff assists applicants in selecting an area of training based upon his/her abilities, interest, and goals.

Personal Counseling. The staff will provide individual counseling services to students who are experiencing personal, academic, attitude, or financial problems. The staff may recommend outside agencies specially trained to assist students in specific personal problems. All matters will be treated individually and on a confidential basis.

Job Placement. Tennessee College of Applied Technology – Dickson is dedicated to our graduates finding employment upon completion of training. The department maintains very close contact with industry and the state employment security office and is able to place a large percentage of students in employment upon completion of training. Placement of graduates is a primary concern of each instructor and college’s personnel. Also, the student must fully participate in the job seeking process. Transcripts are available to the student or to agencies upon request. A transcript request form can be completed in the Student Services Department. Placement rates are continually evaluated and reported to our accrediting agency and the Tennessee Board of Regents. Placement rates are evaluated and utilized to monitor effectiveness and continuation of all programs.

Follow-Up. An effort is made to keep in touch with graduates after entering employment to determine their success and to make the training more relevant to the needs of new students and industries. All graduates are requested to keep the school informed as to their employment and any changes in employment. Surveys and student follow-up studies are made to determine if changes need to be made in meeting these needs. Employers, college’s personnel, and others are involved in follow-up efforts in order to assess and/or improve program curriculums and serving the needs of each student. It is very important for students, faculty and staff to recognize the importance of all responses to follow-up surveys as a means of evaluating, improving and funding the program offerings at the Tennessee College of Applied Technology - Dickson. Graduates are normally considered for “entry-level” employment in their respective occupation. A certificate of completion may be awarded to any preparatory student who reaches a payroll job proficiency level and to any supplemental student who completes objectives for upgrading necessary skills and knowledge. A diploma may be awarded to each preparatory student who demonstrates satisfactory proficiency in a complete course of study.

Limited English Proficiency

TCAT Dickson follows TBR policy in admission and delivery of services to those students with Limited English Proficiency (LEP). TCAT Dickson makes use of a language identification card to determine the language of LEP individuals who present themselves at a campus location seeking information. The institution is a subscriber to state of Tennessee-contracted Linguistica International for outside interpreter services.

Alumni

This institution does not have a formal alumni organization. However, all graduates are considered Tennessee College of Applied Technology – Dickson alumni and are encouraged to provide any feedback to the college as deemed appropriate and respond to follow-up forms as received. The college also encourages its alumni to provide community support to the college and visit the college periodically.

Career Counseling

Vocational guidance is the primary service offered to students by the Student Services Office who will personally assist each applicant who desires or expresses an interest in pursuing a course of study in this college. Student

Services personnel will assist the applicant in choosing a training program through an evaluation of the applicant's work experience, interests, test scores, and previous education.

Student Services personnel are responsible for guidance to those currently enrolled students who may decide to change their original vocational choice. In addition, the student may make personal problems or conflicts known to a member of the Student Services Office who will endeavor to help the student with alternatives to successfully solve or adjust to the problem. If necessary, the student will be referred to an agency that has been established to meet specific needs of the individual. By providing career assessment, academic, and personal counseling, the Student Services Office functions for the benefit of helping applicants, students, and graduates to develop their employment potential and reach their intended career goals. Students need not have an appointment or schedule a specific time in advance, but in some cases, it is advisable. Instructors will cooperate with the students in allowing and encouraging the use of the Student Services Department.

Communication Devices

Telephones in the college offices are for college business only. Except for emergency situations, students will not be called from class to receive incoming calls. Our college does not have sufficient staff and resources to handle calls or take messages from family, friends, etc. Students must advise friends and family of this procedure. Students are not permitted to use office or classroom phones except for emergencies. Cell phone and other electronic devices should be silenced during training hours.

Exit Interview

Students leaving the college are requested to complete an exit interview form. This questionnaire will provide useful information to the college regarding the quality of programs, instructional equipment and our services, as well as student employment information. Before leaving the college, the student should obtain an exit interview form from the Student Services Office or from the instructor. Students must complete an exit interview form upon completion of their training program in order to meet graduation requirements.

Food Services

A breakroom area with vending machines is provided on the main campus and the Clarksville Extension Campus for use by students for scheduled breaks and lunches.

Inclement Weather

Inclement weather, especially winter ice and snow, occasionally make it difficult for students to attend school. The faculty and staff of the Tennessee College of Applied Technology – Dickson are concerned with the safety of each student during inclement weather. The Tennessee College of Applied Technology – Dickson will take one of three steps during inclement conditions.

1. Remain open as normal;
2. Close completely with the day(s) being made up within the same term at the direction of administration and approved by TBR;
3. Operate on a modified school schedule since so often many roads are usually clear by mid-morning. Classes will be dismissed at any time during the training day or evening if weather conditions deem it necessary.

In the event of snow, ice, or other severe weather conditions, students should use their own judgment in deciding whether to travel to school. It will be the responsibility of the student to provide documentation for unusual and extenuating circumstances.

When weather conditions are severe, information regarding college closing will be provided for announcement to the following at the earliest possible:

- Student Notification System
- www.TCATDickson.edu
- 615.441.6220
- Local TV Stations

Do not confuse announcements regarding TCAT Dickson with Community Colleges or Universities nor Public Schools. A cancellation of day classes does not mean that night classes will also be canceled, or vice versa. Any instructional time, which is lost due to college closures, may be made-up at the end of the term in which the closure occurs. Generally, the break period between Fall term and Spring term will be used to make up any missed days.

Safety Policy

The Tennessee College of Applied Technology – Dickson is required to comply with the Tennessee Occupational Safety Health Act, P.L. 91-596 of 1970, Standards, which requires all persons to understand the safety and health requirements of their specific area of employment. Each student will receive instruction in safety upon enrolling and is required to adhere to all safety requirements of the TCAT-D at all times. No student will be permitted to use any machine or training equipment without permission from the instructor. Tennessee state law requires that safety glasses be worn in certain types of operations in the shops. In some areas of training, safety glasses, protective clothing and footwear are required. At all times and in all training areas, proper attire is a must for all students. Anyone wishing to report a safety hazard may contact the President.

Training programs must be conducted under maximum safety conditions for all personnel. Safety instructions will be given during every course, and each student must pass tests to determine comprehension of these instructions. Safety glasses and goggles must be worn in all shops. After complete instructions have been given, any safety violation may result in suspension or expulsion from the college. TCAT Dickson complies with the Hazardous Communication Standard by making available in each classroom Safety Data Sheets which provide information on hazardous chemicals known to be on campus. Safety Data Sheets contain information about substances and explain the risks of, precautions, and potential solutions for exposures in normal and emergency situations.

Each individual is considered to be personally responsible for fire prevention and careful compliance with safety regulations is required to prevent fires. Emergency drills (i.e., fire, tornado, etc.) are conducted periodically to keep all college personnel alert and responsive in case of emergency and to provide frequent testing and proper use of all emergency equipment. The safety of students and employees are vital to administration. All students should familiarize themselves with the plans, locate emergency exits, tornado shelters, and actively participate in any drills.

Students are to comply with all directives from college officials and emergency services personnel in the event of an emergency. Once a report of an emergency has been received, TCAT Dickson makes use of an emergency notification system that alerts students and staff through email, phone calls and texts. To ensure receipt of such alerts, students must notify Student Services of any changes in their contacts.

Periodically, TCAT Dickson sends a test message through its emergency notification system. With all safety related messages, students and employees are encouraged to take responsibility for their own security and the security of others.

TCAT Dickson complies with all requirements of the federal Clery Act concerning campus security, prevention programs and reporting. All students and employees are required to report any criminal offenses or activities which occur on campus to the school administration immediately for appropriate action. The school maintains statistical data regarding certain crimes committed on school-controlled property. This data may be obtained from Student Services upon request.

Sex offenders who enroll in higher education in Tennessee must notify the Tennessee Bureau of Investigation (Tennessee College and University Campus Sex Crimes Prevention Act of 2002, effective Oct. 28, 2002, amending

the Sexual Offender Registration and Monitoring Act, found at T.C.A. 40-39-101, et. seq.). Any information collected by the TBI may be obtained at <https://www.tn.gov/tbi/general-information/tennessee-sex-offender-registry.html>

TCAT Dickson reserves the right to tow any vehicle that is improperly parked or abandoned. Any fees associated with towing will be the responsibility of the owner/driver of the vehicle.

Firearms

By Tennessee law, adult students and adult visitors who possess a valid handgun carry permit may possess a firearm on institutional property if the firearm is: 1) contained out of sight within a locked, private vehicle, operated by the adult; and 2) is not handled by the adult or by any other person, while the vehicle is on institution property. TCAT Dickson will not take any adverse disciplinary action against an adult student or adult visitor based solely on the fact that the person has carried a handgun on TBR institution property if they remain in compliance with T.C.A. §39-17-1309(e)(9), T.C.A. §39-17-1313, and TCAT Dickson policy SES-104. Violations of these laws and policies will result in the appropriate legal and institutional disciplinary actions.

Drug Search

This campus is subject to a drug search at any time by members of law enforcement with use of K-9s with or without prior notice to administration or students.

Emergency Procedures

Each institutional department and program has a copy of the Tennessee College of Applied Technology – Dickson Emergency Preparedness Response Guide. The plan is easily recognizable in a red flip book and is located in a centralized area for faculty, staff, and student access.

These items along with others are included in the Guide:

- Emergency Response Plans
- Emergency Notifications
- Medical Emergency Plan
- Active Shelter Protocol

Floor Plans, Evacuation Routes, and Safe Places information are posted in public areas and classrooms.

Campus Violence Policy

This policy is adopted by Tennessee College of Applied Technology-Dickson (TCAT-Dickson) (College) specifically to address the offenses defined herein. All other forms of sex discrimination including sexual harassment are also strictly prohibited. Allegations that are not within the scope of this policy are subject to the procedures described in TBR Guideline P-080 located at <http://tcatdickson.edu/about/non-discrimination-statement>

- I. Scope: These procedures shall be utilized by:
 - A. Any employee or student who has been a victim of sexual misconduct, regardless of sexual orientation or gender identity/expression;
 - B. Former employees or students if the conduct took place during the time of employment or enrollment at TCAT-Dickson and the conduct has a reasonable connection to the institution;

C. All third parties with whom TCAT-Dickson has an educational or business relationship and the conduct has a reasonable connection to the institution;

II. Definitions

A. Consent—an informed decision, freely given, made through mutually understandable words or actions that indicate a willingness to participate in mutually agreed upon sexual activity. Consent cannot be given by an individual who is asleep; unconscious; or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason; or, is under duress, threat, coercion, or force. Past consent does not imply future consent. Silence or an absence of resistance does not imply consent. Consent can be withdrawn at any time.

B. Dating Violence—violence against a person when the accuser and accused are dating, or who have dated, or who have or had a sexual relationship. “Dating” and “dated” do not include fraternization between two (2) individuals solely in a business or non-romantic social context. Violence includes, but is not necessarily limited to:

1. Inflicting, or attempting to inflict, physical injury on the accuser by other than accidental means;
2. Placing the accuser in fear of physical harm;
3. Physical restraint;
4. Malicious damage to the personal property of the accuser, including inflicting, or attempting to inflict, physical injury on any animal owned, possessed, leased, kept, or held by the accuser; or,
5. Placing a victim in fear of physical harm to any animal owned, possessed, leased, kept, or held by the accuser – TCA § 36-3-601(5)(c)

C. Domestic Violence—violence against a person when the accuser and accused:

1. Are current or former spouses;
2. Live together or have lived together;
3. Are related by blood or adoption;
4. Are related or were formally related by marriage; or,
5. Are adult or minor children of a person in a relationship described above.

Domestic Violence– includes, but is not necessarily limited to:

1. Inflicting, or attempting to inflict, physical injury on the accuser by other than accidental means;
2. Placing the accuser in fear of physical harm;
3. Physical restraint;
4. Malicious damage to the personal property of the accuser, including inflicting, or attempting to inflict, physical injury on any animal owned, possessed, leased, kept, or held by the accuser; or,
5. Placing the accuser in fear of physical harm to any animal owned, possessed, leased, kept, or held by the accuser – TCA § 36-3-601

D. Sexual Assault—the nonconsensual sexual contact with the accuser by the accused, or the accused by the accuser when force or coercion is used to accomplish the act, the sexual contact is accomplished without consent of the accuser, and the accused knows or has reason to know at the time of the contact that the accuser did not or could not consent. Sexual contact includes, but is not limited to, the intentional touching of the accuser’s, the accused’s, or any other person’s intimate parts, or the intentional touching of the clothing covering the immediate area of the accuser’s, the accused’s, or any other person’s intimate parts, if that intentional touching can be reasonably construed as being for the purpose of sexual arousal or gratification.

E. Sexual Misconduct—for the purposes of this policy, “sexual misconduct” is defined as dating violence, domestic violence, stalking, and sexual assault.

F. Stalking—a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested, and that actually causes the accuser to feel terrorized, frightened, intimidated, threatened, harassed, or molested. Harassment – means conduct directed toward the accuser that includes, but is not limited to, repeated or continuing unconsented contact that would cause a reasonable person to suffer emotional distress, and that actually causes the accuser to suffer emotional distress. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose– TCA § 39-17-315

II. Prohibition of Sexual Misconduct

Sexual misconduct is a form of sex discrimination prohibited by Title IX. TCAT-Dickson is committed to eliminating any and all acts of sexual misconduct and discrimination on its campuses. As set forth in this policy, sexual misconduct includes dating violence, domestic violence, stalking, and sexual assault. TCAT-Dickson strictly prohibits these offenses. Any allegation of sexual misconduct as defined herein will be investigated and adjudicated according to this policy.

III. Immediate Actions A Victim Should Take

A. In the immediate aftermath of a sexual assault, domestic violence, dating violence or similar event, the most important thing is for the victim to get to a safe place.

B. When a feeling of safety has been achieved, the victim should seek medical attention, regardless of his or her decision to report the crime to the police. It is very important for the victim of sexual assault to seek medical attention immediately so that the victim can be screened for sexually transmitted diseases/pregnancy/date rape drugs, obtain emergency contraception, and receive treatment for any physical injuries.

C. A victim has the right to accept or decline any or all parts of a medical exam. However, critical evidence may be lost or missed if not collected or analyzed.

D. Valuable physical evidence can be obtained from the victim and the victim’s clothing. A victim should make every effort to save anything that might contain the offender’s DNA. Therefore, a victim should not:

1. Bathe or shower;
2. Wash his/her hands;
3. Brush his/her teeth;
4. Use the restroom;
5. Change clothes;
6. Comb hair;
7. Clean up the crime scene; or
8. Move anything the offender may have touched

E. Even if the victim has not yet decided to report the crime, receiving a forensic medical exam and keeping the evidence safe from damage will improve the chances that the police can access and test the stored evidence at a later date.

F. Victims of sexual misconduct are encouraged to preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to investigators.

IV. Reporting Sexual Misconduct

The College encourages victims of sexual violence to talk to somebody about what happened so they can get the support they need and so the College can respond appropriately. Though reports will be kept as confidential as possible, the College cannot guarantee the confidentiality of every report or complaint. The following provisions detail the confidentiality options available to individuals.

- A. Reporting Confidentially—If a victim chose to report an incident of sexual misconduct in a confidential manner, the victim can report the incident to the following agency who employs licensed counselors and is required by Tennessee State law to maintain confidentiality of a victim:

Sexual Assault CENTER Counseling & Education
101 French Landing Dr.
Nashville, TN 37228
(615) 259-9055
24 hour hotline: 1-800-879-1999
<http://www.Sacenter.org/>

The Sexual Assault Center (S.A.C.) opened its doors in 1978. Today, we are the only place in Middle Tennessee that is exclusively dedicated to providing counseling to child and adult sexual assault victims. In addition, we have programs that educate students on how to recognize and prevent sexual assault. Our counselors are specialists in the field and have worked with more than 20,000 survivors since we opened our doors. Approximately half of our clients are children. With treatment, clients can begin to heal – moving beyond trauma into living healthy, productive lives. We take a holistic approach and work with the entire family. Beyond individual treatment, we offer group therapy sessions for children, teens, men, women, and families of survivors.

- B. Filing an Institutional Complaint—Reports of acts of sexual misconduct to any other employee of the College must be reported to the Title IX Coordinator, and the College will take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.
1. The College shall not share information with law enforcement without the victim's consent or unless the victim has also reported the incident to law enforcement.
 2. Before a Complainant reveals any information to an employee, the employee must ensure that the Complainant understands the employee's reporting obligations.
 3. If the Complainant wants to tell an employee what happened but also maintain confidentiality, the employee must advise the Complainant that the College will consider the request, but cannot guarantee that it will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the employee will also inform the Coordinator of the Complainant's request for confidentiality.
 4. An institutional complaint can be filed directly with either or both of the following:

Title IX Coordinator
Ray Bauhs
740 Hwy 46 South
Dickson, TN 37055
Ray.Bauhs@tcatdickson.edu
(615) 441-6220x118

Student Services Coordinator
Kimberly Zills
740 Hwy 46 South
Dickson, TN 37055
Kimberly.Zills@tcatdickson.edu
(615) 441-6220x102

- C. Filing a complaint with local law enforcement—If the victim chooses to make a complaint for the purposes of filing criminal charges, the victim may contact the local law enforcement agencies listed

below. If the victim chooses the College will assist the victim in filing this complaint. The victim should contact the Title IX Coordinator for assistance.

Main Campus: Dickson

Dickson Police Dept., 202 S. Main St. Dickson, TN 37055 – (615) 446-5403

Dickson Co. Sheriff's Office, 140 County Jail Rd., Charlotte, TN 37036 – (615) 789-4130

TCAT-Dickson - Clarksville Campus:

Clarksville Police Dept., 135 Commerce St. Clarksville, TN 37040 – (931) 648-0656

Montgomery Co. Sheriff's Office, 120 Commerce Street, Clarksville, TN 37050 – (931) 648-0611

TCAT-Dickson – Franklin Campus:

Franklin Police Dept., 900 Columbia Ave, Franklin, TN 37064 – (615) 989-2201

Williamson Co. Sheriff's Office, 408 Century Ct, Franklin, TN 37064 – (615) 794-2513

V. Role of Title IX Coordinator

A. The College's Title IX Coordinator is responsible for overseeing all Title IX incidents reported to the institution and for implementation of this policy, including but not limited to, identifying and addressing any systemic gender-based harassment, discrimination, and sexual misconduct. The Title IX Coordinator's responsibilities include, but are not limited to, the following:

1. Investigation or oversight of investigations of allegations related to Title IX;
2. Coordination and oversight of educational programs including mandatory training for new students and employees and awareness campaigns for current students and employees;
3. Coordination with local law enforcement on matters related to allegations related to sexual misconduct;
4. Coordination and oversight of training for anyone involved in responding to, investigating, or adjudicating sexual misconduct;
5. Coordination and oversight of training for employees related to their responsibility when they are aware of sexual misconduct;
6. Coordination and oversight of annual training for investigators, decision makers, hearing officers and hearing committee members on the issues related to sexual misconduct and on how to conduct an investigation and hearing process that protects the safety of Complainants and promotes accountability; and
7. Attending appropriate training annually on topics related to responding to or investigating allegations of sexual misconduct.

B. The Title IX Coordinator may designate deputies and investigators ("designees") to assist in carrying out any of the responsibilities related to implementing this policy.

The Title IX Coordinator shall report at the beginning of each new school year, or any time there is a change in the assignment, to TBR's Office of General Counsel and the TCAT System Office the name of and contact information for the College's Title IX Coordinator.

VI. Investigation Requirements and Procedures

A. All proceedings will include a prompt, fair, and impartial investigation and result. The College will provide the Respondent and Complainant equitable rights during the investigative process.

B. Subject to the Institution's Confidential Policy, all complaints of sexual misconduct shall be presented to the Title IX Coordinator for investigation and appropriate disposition.

C. Mediation between the Complainant and Respondent will never be considered an appropriate resolution in sexual misconduct cases.

D. Initiating an investigation

1. Immediately upon receipt of a complaint, the Title IX Coordinator shall communicate with the Complainant to identify and implement any reasonable interim measures. Absent good cause, within three (3) business days of receipt of a report of sexual misconduct the Title IX Coordinator or designee shall attempt to get a written statement from the Complainant that includes information related to the circumstances giving rise to the complaint, the dates of the alleged occurrences, and names of witnesses, if any. The Complainant should be encouraged to complete a complaint form and submit a detailed written report of the alleged incident.
2. When the Complainant chooses not to provide a written complaint, the Title IX Coordinator or designee will still investigate and take appropriate action.
3. In addition to immediate interim measures, the Title IX Coordinator shall consult with the Complainant during the pendency of the investigation and consider what, if any, administrative measures may be necessary.
4. Complaints made anonymously or by a third party will be investigated to the extent possible.
5. After consultation with TBR General Counsel, if the Title IX Coordinator determines that the complaint contains an allegation of sexual misconduct, the Title IX Coordinator shall follow the procedures set forth in this policy to investigate and adjudicate the complaint.
6. The Title IX Coordinator may appoint a qualified, sufficiently trained person to investigate the allegations made in the complaint.
7. Only one person shall be identified as the investigator for a complaint.
8. Investigations shall be conducted by officials who do not have a conflict of interest or bias for or against the Complainant or Respondent.
9. If the Complainant or Respondent believes the assigned investigator has a conflict of interest, that party must submit a written explanation of the reason for that belief to the College's President. The explanation must be submitted within three (3) business days, absent good cause, of the time when the party knew or should have known the facts that would give rise to the alleged conflict of interest. The President will determine if the facts warrant the appointment of a different investigator and respond to the party in writing within three (3) business days, absent good cause. The decision of the President shall be final.

E. What the investigation should and should not entail

1. Once the investigator receives the complaint, the investigator shall notify the Complainant in writing of his/her rights and request a meeting.
2. The investigator shall also notify the Respondent in writing of the complaint and his/her rights and request a meeting with the Respondent.
3. The investigator shall notify the Complainant, Respondent and all individuals interviewed during the investigation that retaliation is strictly prohibited and may be grounds for disciplinary action. In addition, the investigator shall advise all interviewees that they should contact the investigator immediately if they believe they are being retaliated against.
4. The investigation shall include interviews with both the Complainant and Respondent, unless either declines an in-person interview.
5. The Complainant and Respondent shall be provided with the same opportunities to have others present during an interview, including the opportunity to be accompanied by the advisor of their choice to any related meeting or proceeding.
6. The College will not limit the choice of advisor for either the Complainant or Respondent; however, the investigator may limit the participation of advisors during the investigation.

7. The investigation shall include interviews with relevant witnesses identified by the Complainant and Respondent or any other potential, relevant witness made known to the investigator via other means.
8. The investigation shall include the gathering and reviewing of any documentary, electronic, physical, or other type of relevant evidence.
9. The investigator is expected to request a list of relevant witnesses and evidence from Complainant and Respondent and take such into consideration.
10. The investigator shall not consider any evidence about the Complainant's prior sexual conduct with anyone other than the Respondent. Evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct.

VII. Outcome of Investigation and Determination of Appropriate Action

- A. Upon completion of the investigation, the investigator shall prepare a written report that includes the allegations made by the Complainant, the response of the Respondent, corroborating or non-corroborating statements of the witnesses, review of other evidence obtained, and conclusions that may be drawn from the evidence gathered.
- B. It is the responsibility of the investigator to weigh the credibility of all individuals interviewed and to determine the weight to be given to information received during the course of the investigation.
- C. The report shall be delivered to the Assistant Director.
- D. After review of the report, the decision maker shall make a determination based on a preponderance of the evidence presented as to whether or not a violation of this policy occurred.
- E. The decision maker's determination shall be communicated in writing simultaneously to the Complainant and Respondent, along with notice to the parties of their right to request an institutional hearing on the determination that a policy violation did or did not occur.

VIII. Timeframe for conducting the investigation

- A. Every reasonable effort shall be made to conclude the investigation and resolve the complaint within sixty (60) calendar days following receipt of the complaint. Within this sixty (60) day timeframe, absent good cause, it is expected that the investigator will conclude the investigation, that the investigator will present a report to the decision maker, and that the investigator will notify the parties in writing of decision maker's determination.
- B. If the investigator or decision maker determines that additional time is needed, both parties shall be notified in writing of the delay, the anticipated date that the investigation will be concluded, and the reasons for such delay.
- C. If either party determines that additional time is needed, that party shall request such in writing to the investigator. The written request for additional time shall include the reasons for the requested delay and the number of additional days needed. The investigator shall make every reasonable effort to respond to the request for additional time within two (2) business days following receipt of the request and shall notify both parties in written as to whether or not the request is granted.

IX. Institutional Hearing

- A. Either party may request an institutional hearing on the determination that a policy violation did or did not occur by providing written notice of the request to the investigator within ten (10) business days of receipt of the decision maker's decision.
- B. If a request is not received within ten (10) days, the decision maker's determination is final.

C. The hearing shall be held before a hearing committee. The President of the College shall appoint individuals to serve on the hearing committee. All hearing committee members shall receive, at a minimum, annual training on issues related to domestic violence, dating violence, sexual assault, and stalking, and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

D. If the Complainant or Respondent believes the any hearing committee member has a conflict of interest, that party must submit a written explanation of the reason for that belief to the. The explanation must be submitted within three (3) business days, absent good cause, of the time when the party knew or should have known the facts that would give rise to the alleged conflict of interest. The Assistant Director will determine if the facts warrant the appointment of a different committee member and respond to the party in writing within three (3) business days, absent good cause. The decision of the Assistant Director shall be final.

E. If such a hearing is requested, every reasonable effort shall be made to conclude the hearing and resolve the appeal, including any appeal to the President within thirty (30) days following the College's receipt of the party's request for a hearing.

F. The parties to the hearing may not engage in formal discovery.

G. Each party is entitled to have an advisor of choice available; however, the advisor may not participate in the proceeding other than to render advice to the party.

H. The College will not limit the choice of advisor for either the Complainant or Respondent.

I. The Complainant and Respondent shall be timely notified in writing of all meetings relevant to the proceeding.

J. The chair of the hearing committee shall control the procedures of the hearing with due consideration given to the parties' requests related to procedures such as, but not limited to, limitations on cross-examinations, recesses so the parties may consult with their advisors, and scheduling of hearings. The chair of the hearing committee shall conduct the proceedings in a manner that does not allow the Respondent to directly question the Complainant in person.

K. The hearing committee shall use a preponderance of the evidence standard when reaching a decision.

L. Absent good cause, within five (5) business days of the close of evidence, the committee shall issue a written determination as to whether or not a violation of this policy occurred and the justification for this decision.

M. Each party shall be simultaneously notified of the hearing committee's decision in writing, which shall include notice of their rights to appeal the hearing officer's or committee's determination to the President.

X. Appeal of Hearing Decision to the President

A. If either party chooses to appeal the hearing committee's decision, the party shall notify the investigator in writing of the decision to appeal within five (5) business days of receipt of the hearing committee's determination.

B. If a written request for appeal is not received within five (5) days, the decision of the hearing committee is final.

C. The appealing party(ies) must explain why it is believed the factual information was incomplete, the analysis of the facts was incorrect, and/or the appropriate legal standard was not applied, and how this would change the determination in the case.

D. The President will issue a written response to the appeal as promptly as possible. This decision will constitute the College's final decision on the complaint.

XI. Effect of a Finding of a Violation of this Policy

- A. If a final decision has been made that a policy violation occurred, the Respondent shall be referred to the appropriate personnel for a determination of discipline.
- B. The appropriate personnel will be determined by the status of the Respondent. If the Respondent is a student, then the matter shall be referred to the Student Services Coordinator. If the Respondent is an employee, the matter shall be referred to the President.
- C. If the Respondent is a student, the College will follow the procedures for disciplining students as described in TBR Policy 3:02:00:01 and TCAT-Dickson's Student Conduct Policy, Student Handbook/Catalog <https://tcatdickson.edu/current-students/student-handbookcatalog>
- D. If the Respondent is an employee, the College will follow the procedures related to disciplining employees as described in applicable employee policies.
- E. Notwithstanding any policy to the contrary, the following additional requirements apply to disciplinary actions related to violations of this policy:
 - 1. The Complainant shall receive sufficient notice of and be allowed to attend any meeting or hearing during the disciplinary process.
 - 2. The Complainant shall be allowed to have an advisor of her/his choice attend any meeting or hearing.
 - 3. The Complainant shall be allowed to testify at any hearing during the disciplinary process, even if neither party intends to call the Complainant as a witness during the case-in-chief.
 - 4. The Complainant shall be allowed access to any evidence presented during any disciplinary meeting or hearing.
 - 5. The Title IX Coordinator or designee shall be appointed as the Complainant's contact person for any questions or assistance during the disciplinary process.
 - 6. The Complainant shall receive written notice of the outcome of the disciplinary process.
- F. If a final decision has been made that a policy violation occurred, the Title IX Coordinator or designee shall determine if any remedies are required to address the campus-wide environment, taking into consideration the impact of an incident of sexual misconduct on the campus as a whole and on specific groups or areas on campus. For example, the Title IX Coordinator or designee may determine that specific training is needed for a student group whose members have been accused of sexual assault.

XII. Interim Measures

- A. In situations that require immediate action because of safety or other concerns, the College will take any reasonable administrative action that is appropriate. Examples of such interim actions include, but are not limited to:
- B. Providing an escort to ensure that the Complainant can move safely between classes and activities;
- C. Ensuring that the Complainant and Respondent do not attend the same classes;
- D. Providing references to counseling services;
- E. Providing references to medical services;
- F. Providing academic support services, such as tutoring; and
- G. Arranging for the Complainant to re-take a course or withdraw from a class without penalty, including ensuring that any changes do not adversely affect the Complainant's academic record.
- H. These remedies may be applied to one, both, or multiple parties involved.
- I. Student Respondents may be placed on interim suspension under the appropriate circumstances pending the outcome of the investigation. The College shall follow TBR Policy 3:02:00:01 and TCAT Dickson's Student Conduct Policy, Student Handbook/Catalog, <http://tcatdickson.edu/current-students/student-handbookcatalog> before placing a student Respondent on interim suspension.
- J. Employee Respondents may be, consistent with Human Resource policies, placed on administrative leave pending the outcome of the matter.

XIII. Education and Prevention Programs

The College will engage in comprehensive educational programming to prevent sexual misconduct. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students, faculty, and staff that:

1. Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
2. Defines what behavior constitutes domestic violence, dating violence, sexual assault and stalking;
3. Defines what behavior and actions constitute consent to sexual activity in the State of Tennessee;
4. Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault and stalking against a person other than the bystander; and
5. Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks.

XIV. Assistance for Victims of Sexual Misconduct: Rights and Options

- A. Regardless of whether a victim elects to pursue a criminal complaint, the College will assist victims of sexual misconduct and will provide each victim with a written explanation of her/his rights as a member of the College as located at <https://tcatdickson.edu/current-students/risk-reduction>
- B. Additionally, in the Tennessee court system, a victim of domestic violence, dating violence, sexual assault and stalking has the following rights: the right to confer with the prosecution, right to be free from intimidation, harassment and abuse throughout the criminal justice system, the right to be present at all proceedings where the defendant has the right to be present, the right to be heard, when relevant, at all critical stages of the criminal justice process as defined by the General Assembly, the right to be informed of all proceedings, and of the release, transfer or escape of the accused or convicted person, the right to a speedy trial or disposition and a prompt and final conclusion of the case after the conviction or sentence, the right to restitution from the offender and the right to be informed of each of the rights established for victims. Information related to these rights may be found at <http://www.tndagc.com/vr.htm>
- C. Protection from abuse orders may be available through <http://www.tncourts.gov/programs/self-help-center/forms/order-protection-forms> and additional information related to such orders may be found at <http://tncoalition.org/resources/legal-resources.html>.
- D. The College does not publish the name of crime victims nor maintain identifiable information regarding victims in the Daily Crime Log or in the release of timely warnings.

XV. Resources for Victims of Sexual Misconduct

The resources listed below are not exhaustive or limited to victims who wish to make an official report or participate in an institutional hearing, police investigation or criminal prosecution. However, in cases where a victim wishes to maintain complete confidentiality, the victim should review carefully Section IV above related to the limits on the College's ability to maintain confidentiality.

A. On Campus Resources

Office of the Title IX Coordinator	740 Hwy 46 South Dickson, TN 37055	(615) 441-6220 x109 Ray.Bauhs@tcatdickson.edu
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Student Services Coordinator	740 Hwy 46 South Dickson, TN 37055	(615) 441-6220 x102 Kimberly.Zills@tcatdickson.edu
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B. On-line Resources:

<http://tncoalition.org/> - State Coalition Against Rape

<http://tncoalition.org/> - State Coalition Against Domestic Violence

<http://www.thehotline.org/> - Website for LGBTQ survivors of sexual or domestic violence and minority women survivors of sexual or domestic violence

<http://www.pandys.org/malesurvivors.html> - Website for male survivors

<http://www.rainn.org> - Rape, Abuse and Incest National Network

<http://www.justice.gov/ovw> - Department of Justice

<https://www2.ed.gov/about/offices/list/ocr/index.html> - Department of Education Office of Civil Rights

Retaliation

The College, its officers, employees, or agents are strictly prohibited from retaliating, intimidating, threatening, coercing, or otherwise discriminating against any individual for exercising their rights or responsibilities under any provision of this policy. Retaliation will result in disciplinary measures, up to and including termination or expulsion.

New Policy: 09/01/2014.

Additional information regarding the following TBR Policies can be found on the TBR website at www.tbr.edu.

Visitors on Campus

While visitors and guests are welcome on campus, the welfare and safety of the entire student body and the maintenance of its academic programs MUST be placed above all else. All visitors and guests should report directly to Students Services or the Business Office cashier to sign in and receive a visitor's badge which is to be worn at all times while on campus. Tennessee College of Applied Technology – Dickson faculty and staff are aware that many of its students are both students and parents and that there are often complicating factors that impact these two roles. However, TCAT Dickson does not allow children who are minors to be on the campus. A child is anyone who is birth to 17 years of age.

Any visitor, who brings or invites children to campus MUST maintain custody of the children while on campus and assume full responsibility for the actions and safety of the children while at TCAT Dickson. All visitors will be provided safety glasses when visiting a particular shop area where these precautions are necessary.

When a violation of this policy is observed, the Student Services Office should be contacted. It is the responsibility of this office to make an assessment of this situation and with the assistance of security, take appropriate action, which may include escorting the student, employee or guest and children off campus.

ACADEMIC SUPPORT

Instructor Qualifications

Instructors at the Tennessee College of Applied Technology – Dickson meet a minimum requirement of at least three years of experience and formal training in the area in which they instruct. In addition, each instructor that has prior experience and training are involved in continuing education to ensure that they are knowledgeable in

the latest technology relevant to their prospective programs.

Preparatory Programs

All preparatory programs are designed to prepare persons for employment in specific or closely related occupations. Full-time continuing programs are offered on a thirty-hour per week basis. The part-time continuing programs are offered on a less than full-time basis. Instructional units are designed as a guide to assist the instructor in developing an individualized program for each student. The instructor will adjust the number of hours that a student spends working in the instructional units according to the student's ability.

Non-preparatory Supplemental Programs

All non-preparatory supplemental programs are designed to assist employed workers to improve or upgrade skills and increase technical knowledge necessary to present employment or to acquire new skills and knowledge for a higher level of employment. Special interest courses may be offered as demands warrant by the general public.

Special Industry Training Programs

Special industrial programs are offered to business and industry upon their request. These classes are conducted by instructors at the school or at the place of the enrollees' employment. When the need arises, specialized and intensified courses may be developed to meet specific requirements of industry. School administration may be contacted for more information. These courses do not qualify for Title IV financial aid.

Notice of Disclaimer

The Tennessee College of Applied Technology – Dickson provides the opportunity for students to increase their knowledge by providing programs through faculty who, in the opinion of TCAT Dickson, are trained and qualified for teaching at the post-secondary level. However, the acquisition of the knowledge by any student is contingent upon the student's desire to learn and his/her application of appropriate study techniques to any course program. As a result, TCAT Dickson does not warrant or represent that any student who completes a course or program of study will necessarily acquire any specific knowledge or skills or will be able to successfully pass or complete a specific examination for any course, degree or license.

Cooperative Education

Cooperative Education (Co-op) is an educational program that combines classroom instruction with practical work experiences directly related to the student's curriculum. This combined classroom study and work experience is a meaningful way for students to learn and to assist in making informed career choices while earning credit. Students interested in Cooperative Education should meet with their instructor to discuss co-op opportunities. The instructor must submit a co-op request form to the President for approval. The student, instructor, employer, and President must sign the formal co-op agreement.

Library / Media Services

Each program has a resource library and media collection located in each classroom.

CONSUMER INFORMATION

As a participant in federal Title IV financial aid programs, TCAT Dickson is required to make certain information available to students and the public. In fulfillment of that requirement, the following Consumer Information about TCAT Dickson, its Extension Campuses and Instructional Service Centers is available for review in the Student Handbook, on the college website or from the Student Services office, as indicated. Information is also available to

current or prospective students and employees upon request. An outline of available information is distributed to all students each year in the Fall term.

General Information (Student Handbook)

- Accrediting Agency
- Cost of Attending School
- Facilities & Services for Disabled Students
- Withdrawal Process & Refund Policy
- Statement of Non-discrimination
- Training Programs
- Services for Limited English Proficiency (LEP)
- Physical Resources
- Faculty & Staff Directory

Financial Aid (Student Handbook):

- Federal Financial Aid
- State, Local, & Private Financial Aid
- How to Apply for Financial Aid
- Terms & Conditions (Work-study)
- Student Rights & Responsibilities
- Distribution of Financial Aid
- Eligibility Requirements
- Satisfactory Attendance & Progress

Drug & Alcohol Abuse Prevention (Student Handbook)

- Preventing Drug & Alcohol Abuse
- Local, State & Federal Sanctions
- Student Conduct
- Institutional Policy on Violations
- Counseling, Treatment, Rehab Programs
- Health Risks

Campus Security (Student Services)

- Annual Safety & Security Report (This report is available to current students annually by October 1.)

Student Right-to-Know Information (Student Services & Student Handbook)

- Completion and Graduation Rates

Miscellaneous

- Voter Registration Information
- Peer-to-Peer File Sharing
- Service Member Re-admission
- Program Improvement Plans

Students Right-To-Know Graduation Rate

The graduation rate for the Tennessee College of Applied Technology – Dickson for the 2017-2018 year was 83%; the placement rate was 79%; and, the licensure rate was 99%.

Voter Registration

In accordance with the Higher Education Act Campus Voter Registration Section in 34 CFR Part 668.14, TCAT Dickson encourages all students to register to vote. A link to a voter registration form is located on the institutional website at www.tcatdickson.edu/current-students/voter-registration or forms may be obtained in the Student Services Office. The State of Tennessee voter registration form is available at <http://sos-tn-gov-files.s3.amazonaws.com/forms/ss-3010.pdf>

Integrated Postsecondary Data

Institution Name: Tennessee College of Applied Technology-Dickson	Institution Type: College
Address: 740 Hwy 46 Dickson, TN 37055	General information: (615) 441-6220 Financial aid office: https://www.tcatdickson.edu Admissions office: https://www.tcatdickson.edu
	IPEDS ID: 219994

Description: Public, 2-year

Certificates offered: Less-than one year, One but less than two years, Two but less than four years

Total enrollment:	713
Undergraduate enrollment:	713

Percent of Undergraduate enrollment

by gender

Men:	58.5%
Women:	41.5%

by race/ethnicity

American Indian or Alaskan Native:	0.1%
Asian:	0.4%
Black or African American:	10%
Hispanic/Latino:	9%
Native Hawaiian or other Pacific Islander:	0.3%
White:	76%
Two or more races:	3.3%
Race/ethnicity unknown:	0.9%
Non-resident alien:	0%

(Enrollment data Fall 2017)

Program prices for full-time students

	2018-19	2017-18	2016-17
Tuition & fees	\$4,143	\$4,038	\$3,948
Books and supplies	\$2,207,064	\$2,030	\$2,007
Off-campus			
Room and board	\$5,064	\$4,968	\$4,944
Other expenses	\$3,960	\$3,984	\$4,284
Off-campus with family			
Other expenses	\$3,960	\$3,984	\$4,284

(Source: IPEDS College data 2018-2019)

National Center for Education Statistics
Institute of Education Sciences

Federal Pell Grant Recipients totaled 592 as reported for the academic year 2017-18.

TESTING CENTER

The Tennessee College of Applied Technology – Dickson has partnered with a variety of companies to establish testing and training solutions that utilize state-of-the-art, web-based curriculum and assessments.

Testing opportunities available at the TCAT Dickson may include, but are not limited to the following:

- HESI (Nursing & Dental Entrance Exam)
- IC3 Certification (Certiport)
- Medical Billing and Coding Certification Exams (NHA/ATI)
- MOS – Microsoft Office Specialist (Certiport)
- NIMS (National Institute for Metalworking Skills)
- PearsonVue (Clarksville Campus Only)
- QuickBooks (Certiport)
- NOCTI

PROGRAMS AT A GLANCE

Administrative Office Technology	1296 hours	Heating, Ventilation, Air Conditioning/ Refrigeration	1728 hours
Administrative Office Medical Coding	1296 hours	Industrial Electrical Maintenance/Mechatronics	2160 hours
Automotive Technology	2160 hours	Machine Tool Technology	1728 hours
Building Construction Technology	2160 hours	Mechatronics	2160 hours
Computer Information Technology	2160 hours	Pharmacy Technology	1296 hours
Cosmetology	1500 hours	Pipefitting and Plumbing Technology	1296 hours
Dental Assisting	1296 hours	Practical Nursing	1296 hours
Diesel Powered Equipment Technology	2160 hours	Welding Technology	1296 hours
Digital Graphic Design	1296 hours		

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

PREPARATORY PROGRAM CATALOG

Campus Training

Training at Tennessee College of Applied Technology-Dickson allows the student to have the ability to network, make professional contacts, and communicate with classmates, instructors, and faculty and staff.

The educational programs offered at TCAT Dickson are competency based and most are open entry/exit. Instruction is individualized, and learning is self-paced.

Program offerings are listed alphabetically, with a brief description of program content, training schedule and award levels. For more information about our graduation rates, the median debt of students who completed the program, and other important information, please visit our website at www.TCATdickson.edu.

Advisory Committees

Advisory Committees serve as a liaison between the school, business, and industry. Each full-time preparatory program offered by the institution has an advisory committee. Decisions on curriculum, equipment, instructional methods, and technology are made after considering the advice and recommendations made by advisory committee members.

General Advisory Committee

Tennessee College of Applied Technology –Dickson utilizes a General Advisory Committee to advise the campus as a whole and is comprised of representatives from the following:

Chamber/ Business Member
Community Member
County Mayor

K-12 Member
Public Member

Alphabetical Program Listing

ADMINISTRATIVE OFFICE MEDICAL CODING

Location: Dickson Campus

This program provides essential training in business office procedures, customer service skills, business communications, keyboarding and document processing, proofreading and editing, business etiquette, problem solving, business writing, records and file management, and business computer skills. The administrative office student will receive specialized training in general office assisting and administrative support assisting, and will receive a certificate upon completion of this training. In addition, students will choose an elective in the following career areas: administrative assistant, accounting assistant, medical administrative assistant, legal administrative assistant, financial services assistant, or retail, hospitality and tourism professional and will receive a diploma upon completion of this training. Students who meet the requirements in academic and worker characteristic criterion will have the opportunity to work in the field with a practicum experience. The practicum experience is offered with our Administrative Assistant, Medical Administrative Assistant and Legal Assistant Programs

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Medical Coding Specialist 1296 hours

CERTIFICATES:

General Office Assistant..... 432 hours

ADMINISTRATIVE OFFICE TECHNOLOGY

Location: Dickson & Clarksville Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

The Administrative Office Technology program is designed to develop the essential workplace skills and technical knowledge necessary for success in today's modern, digital, computerized office setting. Students are offered an opportunity to experience extensive hands-on training with up-to-date office equipment and computerized software. Coursework runs from an introduction to computers through intermediate document processing and presentation applications. Specific curricula includes keyboarding, filing, word processing, desktop publishing, computerized accounting and records management. Students also receive course work in business communication, math, office procedures, work simulations, professional development and employability skills.

In the third trimester, students select their own area of specialization from the following three areas: Accounting Assistant, Administrative Assistant or Medical Administrative Assistant.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Medical Administrative Assistant.....	1296 hours
Accounting Assistant.....	1296 hours
Administrative Assistant.....	1296 hours

CERTIFICATES:

Administrative Support Specialist.....	864 hours
General Office Assistant.....	432 hours

AUTOMOTIVE TECHNOLOGY

Location: Dickson & Clarksville Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

The aim of the Automotive Technology course is to provide trainees with a thorough understanding of the methods of servicing and repairing automotive vehicles. Trainees are taught to use the proper factory approved methods of servicing, repairing, and maintaining vehicles. Training includes learning to make proper diagnosis using test equipment, hand tools, special equipment, precision measuring tools, and service manuals and specifications.

Training in automotive technology is designed to give students skills and technical knowledge which will prepare them for entrance into the automotive field. Units of instruction include training in the National Automotive Technicians Education Foundation (NATEF) certified program and the eight areas of A.S.E. certification: engine repair, transmissions and transaxles, manual drive train and axles, suspension and steering, brakes, electrical and electronic systems, climate control, and engine performance.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Automotive Technician2160 hours

CERTIFICATES:

Automotive Service Technician1728 hours

Automotive Technician Apprentice 864 hours

Brake and Chassis Technician 432 hours

BUILDING CONSTRUCTION TECHNOLOGY

Location: Clarksville Campus

The Building Construction Technology Program provides the student with the fundamentals of carpentry, residential electrical wiring, residential plumbing, and block and brick laying. Instruction methods include classroom lecture, audio-visuals and extensive live work projects on actual construction projects. To develop skills, attitudes and proper working habits that will enable the student to make an intelligent entry into the building construction technology field. To provide opportunities for the student to learn the standards, codes, and regulations governing the phases of the general building construction field. To develop within the student certain ethics that will cause them to realize the importance of quality workmanship to the customer.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Carpenter	1296 hours
General Construction	2160 hours

CERTIFICATES:

Carpenter Helper	432 hours
Electrician Helper	2160 hours
Plumber Helper	1728 hours

COMPUTER INFORMATION TECHNOLOGY

Location: Dickson & Clarksville Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

This program provides instruction on the hardware and software facets of operating systems, networking, security systems and servers common in today's highly technical business and industry. The program consists of studies in the major operating systems and diagnostics, system architecture and protocols used in data processing, software applications, programming, multimedia applications, hardware assembly and repair, backup strategies, email communications, and networking, as well as configuration of computers and their related peripheral devices. Troubleshooting functions on the job are essential and are explored in the CIT training.

The CIT program serves as a preparatory course for obtaining certifications in CompTia A+, Network +, and Security +. Microsoft certifications can also be obtained, including MCTS Windows 7, Server 2008 Administrator, Server 2008 Infrastructure and Configuration, Server 2008 Active Directory and Windows 7 Configuration.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

IT Systems Coordinator.....	2160 hours
System Support Specialist	1728 hours

CERTIFICATES:

Information Technology Security Specialist.....	1296 hours
Information Technology Network Support Specialist	1080 hours
Technical Support Specialist	648 hours
Personal Computer Operator	216 hours

COSMETOLOGY

Location: Dickson & Clarksville Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

Personal beauty service is recognized as a necessity by most people today, and performance of this service can be satisfactorily rendered only by operators who possess the skills and knowledge of the trade and who are adept at social courtesies.

The Cosmetology program provides classroom and laboratory training, as well as practical learning experience, in the areas of hair, scalp, nails and skin care. Curricula includes instruction on effective salon management, building and maintaining a clientele base, and maintaining daily salon operations. This program offers salon services open to the public at reduced rates.

A state license is required for the practice of beauty culture, and a formal state board examination must be passed before this license can be obtained. State registration is required for trainees who, by their registration, become apprentices for the required 1,500 clock hours of study of physiology, chemistry, math, and other technical information pertaining to the trade.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:	
Cosmetologist.....	1500 hours
CERTIFICATES:	
Manicurist.....	864 hours
Shampooist	432 hours

DENTAL ASSISTING

Location: Dickson Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

Dental Assisting students study a wide array of subjects including radiology, dental materials, anatomy, physiology, chair-side assisting, oral pathology and dental specialties. Dental Assistants work at the chairside, preparing patients for treatment, obtaining dental records, providing dental hand instruments and materials to the dentist, and keeping the patient's mouth dry and clear during procedures. Assistants sterilize and disinfect instruments and equipment, prepare setup trays for dental procedures and instruct patients on postoperative and oral health care. Assistants may also schedule appointments, receive payments and maintain treatment records.

The program consists of organized class instruction, laboratory and clinical practice, and clinical rotations in dental offices. During the third trimester of the program, students are assigned to dental offices for clinical externships.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Dental Assistant 1296 hours

Diesel Powered Equipment Technology

Location: Dickson & Clarksville Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

The Diesel Powered Equipment curricula provides technical and practical experience in the repair and maintenance of diesel powered equipment. Students receive instruction in diesel engines, troubleshooting, preventive maintenance, engine analysis, hydraulics, welding, disassembling engines, replacement of defective parts and reassembly.

The Diesel Powered Equipment training program is accredited by NATEF and the National Institute for Automotive Service Excellence (ASE). This program has been accredited in the following areas: Diesel Engines, Brakes, Electrical/Electronics, Suspension and Steering, Drive Trains, Preventive Maintenance, and Heating, Ventilation and Air Conditioning. Students are encouraged to take the ASE Certification tests for Medium/Heavy Duty Truck. The program mission is to provide technical instruction and skill development to enable students to enter employment in heavy duty truck, construction, agricultural equipment, heavy equipment, and other related fields as technicians.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Diesel Technician2160 hours

CERTIFICATES:

Diesel Technician Assistant1728 hours

Diesel Technician Apprentice1296 hours

Diesel Engine Assembler..... 864 hours

Preventive Maintenance Service Technician..... 432 hours

DIGITAL GRAPHIC DESIGN

Location: Dickson & Clarksville Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

The Digital Graphic Design program meets the growing need for layout professionals who excel in typography, color theory, print and webpage layout, digital illustration, photography and image editing. Students use state-of-the-art software to create digital illustrations, photo-realistic images, and multi-page documents. Digital Graphic Design provides a sense of history, the basic building blocks of art and design, and the professional tools that employers expect designers to master. This course will prepare students to present portfolios and other multimedia presentations, as well as to create mock-ups and collaborate with clients and other designers.

A graphic design career requires creativity and a desire to constantly improve. Students will be required to listen to the ideas of others and use their training to make those ideas tangible. Students will need to push past the first brilliant idea (which is something they have seen before) and keep working until they have created something truly original. Multiple revisions and tight deadlines are a way of life in this career.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Multimedia Design 1296 hours

CERTIFICATES:

Graphic Design.....864 hours

Graphic Production Technician432 hours

HVAC/REFRIGERATION

Location: Dickson & Clarksville Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

Classroom and “hands on” shop learning experiences include theory, application, and servicing of air conditioning and refrigeration equipment. HVAC/R curricula includes electrical print reading, math, basic electronics, pneumatics, programmable controllers, refrigerant containment certification, and heat pump technology.

The Environmental Protection Agency’s certification is integrated into the program, for compliance with federal laws governing refrigerants. Students also have the opportunity to achieve certifications through the ESCO Institute, HVAC Excellence, and N.A.T.E. organizations. Upon completion, students are prepared to enter jobs as service technicians in a variety of domestic, industrial, and commercial settings. Both the Dickson and Clarksville programs have been accredited by the HVAC Excellence program.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Heating, Ventilation, Air Conditioning, and Refrigeration Technician..... 1728 hours
Heating, Ventilation, and Air Conditioning Technician 1296 hours

CERTIFICATES:

Domestic Unit Repair864 hours
HVAC Mechanic Assistant432 hours

INDUSTRIAL ELECTRICAL MAINTENANCE /MECHATRONICS

Location: Dickson & Clarksville Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

This program provides a thorough understanding of the theory and operation of industrial plant and manufacturing systems. Students gain the skills necessary to become technicians and to advance in the field of machine and equipment troubleshooting and repair.

Instruction consists of both classroom and practical “hands on” application work involving safety, electronics, electrical, fluid power, mechanical maintenance, motor controls, programmable logic controllers, robotics, welding fundamentals, HVAC residential process controls, schematic reading, industrial wiring, and related math. Industrial maintenance work is characterized by variety – each equipment repair job presents a different problem requiring the knowledge to diagnose and repair.

Technicians install, diagnose and repair industrial equipment. Students completing this program are prepared to perform at entry level in a typical industrial environment.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Mechatronics Technician	2160 hours
Industrial Maintenance Technician	1728 hours
Electrical Repairer	1296 hours

CERTIFICATES:

Maintenance Apprentice.....	864 hours
Electrician Helper	432 hours

MACHINE TOOL TECHNOLOGY

Location: Dickson & Clarksville Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcattickson.edu/programs

The Machine Tool Technology course offers students experience on a variety of machine tools, similar to those on which they will work after graduation. Instruction is given in related blueprint reading and mathematics, precision measuring, and such basic metallurgy as properties of metals, their workable characteristics, best treatment of metals, and relative hardness.

Typical student tasks include setting up machines, operating controls, and checking accuracy in the manufacture of metal parts for motors, machinery, tools, dies and gauges.

The work of machine tool operators, machinists, tool and die makers, industrial maintenance personnel and those in related occupations requires skill in machining metal by such machine tools as milling machines, lathes, grinders, drill presses, CNC milling machines, EDM machines and the ability to use precision measuring tools. Students will earn four credentials with The National Institute for Metal Working Skills as part of the training program.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:	
Machinist I	1728 hours
General Machinist.....	1296 hours

CERTIFICATES:	
Machine Set-Up Operator	864 hours
Production Machine Tender	432 hours

MECHATRONICS

Location: Dickson & Clarksville Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

The Mechatronics technician ensures all components of a manufacturing operation that includes mechanics, electronics, control engineering and computing are all working properly. Mechatronics may alternately be called electromechanical systems or control and automation engineering/ technician.

Because Mechatronics combines training in two existing fields - Industrial Maintenance and Machine Tool Technology - the multi-craft technician must know how to repair and troubleshoot a variety of systems.

Students earning the Mechatronics diploma will be trained extensively in manufacturing processes with emphasis on accuracy and productivity, utilizing skills in pneumatics, hydraulics, robotics, computer controls and preventive maintenance. Graduates should be well-rounded, multi-craft technicians with the skills required to enter an on-the-job apprentice program.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Mechatronics Industrial Machinery Mechanics	2160 hours
Mechatronics Maintenance Worker Machinery.....	1728 hours
Mechatronics Maintenance and Repair Worker	1296 hours

CERTIFICATES:

Mechatronics Helper Electrician	864 hours
Mechatronics Maintenance Helper.....	432 hours

PHARMACY TECHNOLOGY

Location: Clarksville Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

The Pharmacy Technology program will prepare students to work as pharmacy technicians in wholesale or retail pharmacies, long term care facilities, hospitals, or other healthcare settings. The pharmacy technician prepares medications under the direction of a pharmacist, and may measure, mix, count, label, and record amounts of medication dosages according to prescription orders. The program is designed to provide learning experiences and basic competencies that students will need for employment. Clinical training is provided in various work environments. Upon completion of the program, students will be prepared to take the Pharmacy Technician Certification Exam (PCTE).

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Pharmacy Technician 1296 hours

PRACTICAL NURSING

Location: Clarksville, Dickson, & Franklin

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

The student practical nurse studies basic nursing skills and such related subjects as body structure and function in wellness and illness, nutrition, pharmacology, obstetrics, psychology and pediatrics. The clinical experience provides supervised nursing care of medical, surgical, obstetric, and pediatric patients. Instruction includes lecture, demonstration, discussion and practical clinical work. Clinical training begins in the fourth month of the collegiate year. Both classroom work and clinical experiences are such that upon completion of the course, the graduate is eligible for licensure by the State Board of Nursing. A state license is required for the practice as a licensed practical nurse, and a formal state board examination must be passed before this license can be obtained.

TCAT Dickson does not have a Nursing Assistant program. Students who withdraw before completing the entire Practical Nursing diploma curricula are eligible to receive a Nursing Assistant certificate if all first trimester work is completed and passed. A Nursing Assistant graduate then must pass the state licensure test.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Practical Nurse.....1296 hours

CERTIFICATES:

Nurse Aid..... 432 hours

WELDING TECHNOLOGY

Location: Dickson & Clarksville Campus

For information about graduation rates, placement rates and other important information, please visit our website at www.tcatdickson.edu/programs

Welding students will learn various basic and advanced welding/pipefitting techniques that are common in the industries: Shielded Metal, Gas Metal, Gas Tungsten and Flux Cored Arc Welding, cutting techniques, grinding, metal preparation, symbols and blueprint reading, metallurgy, layout, fabrication, pipe/valves/fitting installation, power tools, and measurement techniques.

The Welding Technology program is aligned with the National Center for Construction Education and Research (NCCER) curricula. This curriculum has been developed with the American Welding Society (AWS), Construction Industry Institute, the Manufacturer's Institute and the Associated General Contractors of America.

PROGRAM AWARDS & LENGTHS

DIPLOMAS:

Combination Welder.....1296 hours

CERTIFICATES:

Entry Level Welder 864 hours

Tack Welder 432 hours

Program Break/Lunch Schedules – Dickson Campuses

All classes begin at 8:00 a.m. and end at 2:30 p.m., Monday – Friday

Instructor/Program	Morning Break	Lunch
Administrative Office Medical Coding and Office Technology	9:50 – 10:00	Noon – 12:30
Automotive Technology	9:20 – 9:30	11:15 – 11:45
Computer Information Technology	9:30 – 9:40	Noon – 12:30
Cosmetology	10:10 – 10:20	Noon – 12:30
Dental Assisting*	9:55 – 10:05	Noon – 12:30
Diesel Powered Equipment Technology	9:30 – 9:40	11:00 – 11:30
Digital Graphic Design	9:50 – 10:00	Noon – 12:30
HVAC/Refrigeration	10:00 – 10:10	11:30 – Noon
Industrial Electricity Maintenance/Mechatronics	9:40 – 9:50	11:15 – 11:45
Machine Tool Technology	9:30 – 9:40	11:00 – 11:30
Mechatronics	9:30 – 9:40	11:00 – 11:30
1 st Trimester Practical Nursing*	9:30 – 9:40	11:00 – 11:30
2 nd Trimester Practical Nursing*	9:40 – 9:50	11:30 – Noon
3 rd Trimester Practical Nursing*	9:50 – 10:00	12:15 – 12:45
Welding Technology	9:30 – 9:40	11:30 – Noon

*Practical Nursing and Dental Assisting schedules may vary with clinical assignments.

Classes begin daily at 8:00 a.m. and are dismissed at 2:30 p.m. Classes begin and end promptly at the designated time. Break and lunch times will be observed strictly as shown in this schedule unless otherwise directed by your instructor as they may be adjusted to meet individual program needs or clinical schedules.

Program Break/Lunch Schedules – Clarksville Extension Campus

All classes begin at 8:00 a.m. and end at 2:30 p.m., Monday-Friday

Instructor/Program	Morning Break	Lunch
Administrative Office Technology	9:20 – 9:30	11:00 – 11:30
Automotive Technology	9:20 – 9:30	11:00 – 11:30
Building Construction Technology	10:00 – 10:10	11:30 -Noon
Computer Information Technology	9:20 – 9:30	11:00 – 11:30
Cosmetology – Beginning Class	10:10 – 10:20	11:30 – Noon
Cosmetology – Advanced Class	10:10 – 10:20	Noon – 12:30
Diesel Powered Equipment Technology	9:30 – 9:40	11:30 – Noon
Digital Graphic Design	9:20 – 9:30	11:00 – 11:30
HVAC/Refrigeration	9:30 – 9:40	11:00 – 11:30
Industrial Electricity Maintenance/Mechatronics	9:30 – 9:40	11:00 – 11:30
Machine Tool Technology	9:00 – 9:10	11:00 – 11:30
Mechatronics	9:10 – 9:20	11:00 – 11:30
Pharmacy Technology	9:15 – 9:25	11:15 – 11:45
Practical Nursing*	9:30 – 9:40	12:15 – 12:45
Welding Technology	9:20 – 9:30	11:00 – 11:30

*The Practical Nursing program schedules may vary with clinical assignments.

Classes begin daily at 8:00 a.m. and are dismissed at 2:30 p.m. Classes begin and end promptly at the designated time. Break and lunch times will be observed strictly as shown in this schedule unless otherwise directed by your instructor as they may be adjusted to meet individual program needs or clinical schedules.

Program Break/Lunch Schedules – Franklin Instructional Service Center

All classes begin at 8:00 a.m. and end at 2:30 p.m., Monday – Friday

Instructor/Program	Morning Break	Lunch
Practical Nursing *	9:30 – 9:45	11:45 – 12:15

*The Practical Nursing program schedules may vary with clinical assignments.

LIVE WORK AND REPAIR SERVICES

Live Work is done by students as part of their training program. Such work can be done in school or on a job site and includes service, repair, or production jobs. All projects must be selected with the approval of the instructor and must fit into the training program. Work can only be accepted if it can be completed within a reasonable timeframe and projects cannot be allowed to remain in Tennessee College of Applied Technology – Dickson possession if not being actively worked on. Live Work projects will be assessed for timely completion.

Live Work Fee & Cost of Service Fees

Live work project owners must pay for all expenses related to the project. Off-campus live work projects must have the instructor present with students at all times. All projects are to be completed under instructor supervision and released only after a thorough final inspection. The fee schedule shall be made available to project owners prior to completion of the project agreement form. Payment of the live work fee of \$5.00 will be paid once the agreement form is signed. The fee for cost of services received is due upon completion of the project.

Relationship to Training

Live work projects performed by students enhances the technical training of students. The Tennessee Board of Regents Guideline TCAT-010, Instructional Projects at Colleges of Applied Technology, is the basis for all live work projects performed at TCAT Dickson. Live work will be conducted when training programs require such projects for the acquisition of occupational skills leading to employment. Live work will be assigned to individual students by their instructor as part of the student's training program. All services are to be performed only by students with the instructional assistance of their instructor.

Live Work Projects

Many of the training programs at Tennessee College of Applied Technology – Dickson provide repair services and live work. The scope and extent of each project will be well defined before acceptance. Eligible persons may request appropriate training programs to perform needed repairs or services. An instructor shall be responsible for selecting and scheduling individual projects, which may be selected only from authorized categories. No work may be performed from a category that has not been authorized. An instructor may give priority to a project belonging to a student, provided it meets established training objectives.

The sources of individual projects may include those offered by:

- a. Students
- b. TCAT Dickson employees and their immediate families
- c. Members of the school's advisory committees
- d. Personnel and institutions of the Tennessee Board of Regents System
- e. TCAT Dickson Retirees
- f. Civic Groups
- g. Governmental agencies, and
- h. Non-profit organizations.

Live work is not to be performed for the general public unless it is a much needed source for skill training. The college President may authorize individual projects offered from individuals and groups not listed above in the event appropriate projects are not available from the above sources.

Administration of Live Work

Administration and control of live work projects are the responsibility of the instructor. All work performed must be approved in accordance with the President and TBR Guideline TCAT-010. Persons requesting repair service from various training departments at Tennessee College of Applied Technology – Dickson must first be authorized.

Upon approval of need to perform the service at hand, and verification of project ownership, by the instructor of the training program, the instructor will complete a “Live Work and/or Service Agreement” form. This form will be submitted to the President or their designee for approval and signature. Upon administrative approval, the form will be submitted to the Student Services Office, where it will be logged and identified with a work order number. A copy will be provided to the instructor to post in the program lab where work is to be performed, and a copy of the form will be provided to the individual or group for whom the work is being performed. The owner of the project shall be responsible for providing the parts, supplies, and materials for individual projects. All live work is to be completed under the instructor’s supervision and may be released only after a thorough final inspection.

Release of Liability

The person, program, institution, or organization for which live work is done shall:

1. Sign a Live Work Agreement form in advance of any work or inspection.
2. Assume all responsibility for the results of the work being done by students.
3. Bear all actual cost of material and parts involved.
4. Pay a service charge according to schedule as prescribed by the section on service charges and established by the institution’s administration to cover indirect expenses.
5. Tipping of students is not permitted.

STAFF DIRECTORY

Administration Office

Summers, Arrita – President

Ed.D., Tennessee State University

B.S., Bethel College

A.A.S., Volunteer State Community College

Bauhs, Raymond - Vice President

Executive MBA, Colorado Technical University – Center for Advanced Studies

B.B.A. University of Maryland

Griffin, Debbie – Clarksville Campus Coordinator

B.P.S. Degree, Austin Peay State University

Associate of Science Liberal Arts, Austin Peay State University

Academic Affairs/Health Careers Office

Travis, Laura – Academic Affairs/Health Careers Coordinator

Masters of Science, Nursing Administration, Tennessee Tech University

Bachelor of Science, Nursing, Tennessee Tech University

Registered Nurse, State of Tennessee

Schuller, Jennie – Administrative Support Associate, Health Careers

Business Office / Human Resources Office

Zwingle, Cynthia - Coordinator of Finance and Human Resources

Clark, Cathleen – Human Resources Support Associate

Davis, Angela – Financial Support Associate

Furline, JoAnn – Financial Support Associate

Langlois, Stacey – Financial Support Associate

Love, Kayla – Financial Support Associate

Facilities Maintenance

Davis, Steve - Facilities Support Associate, Dickson Campus

Zwingle, Terry - Facilities Support Associate, Dickson Campus

Hodge, Travis - Facilities Support Associate, Clarksville Campus

McPherson, Randy – Facilities Support Associate, Clarksville Campus

Student Services Office

Dickson Main Campus:

Zills, Kimberly - Student Services Coordinator

Martin, Machele – Financial Aid Coordinator

Vacant – Academic/Student Support Associate (Financial Aid)

Oliver, Cary – Academic/Student Support Associate

Potts, Cindy – Administrative Support Associate

Sanders, Cheryl - Academic/Student Support Associate

Clarksville Campus:

Sullivan, Lisa - Student Services Counselor

Andrews, Monica – Academic/Student Support Associate

Hodge, Jennifer – Administrative Support Associate

Information Technology

Michael, Mark - I.T. Systems Coordinator

Full-Time Faculty

Angela Boggess	R.N., B.S.N (Murray State University) Associate Instructor; 25 Years Work Experience
Tom Bleyle	A.S. Construction Technology (Austin Peay State University); NCCER Certified Instructor; HVAC Universal, Fork Truck/Scissor-Lift, OSHA 10 Certified; Associate Instructor; 35 Years Work Experience
Loretta Bruce	R.N., A.S. Degree (Columbia State Community College); Senior Instructor; 37 Years Work Experience
Bob Collins	A.A.S. Degree (Nashville State Community College); Senior Instructor; Machinist Certificate (Memphis Skills Center), NIMS Credentials (National Institute of Metalworking Skills), 39 Years Work Experience
Autumn Cole	Welding and Machining Specialist (U.S. Army Allied Trades, Ft. Lee, VA); Aviation Sheet Metal Certificate (U.S. Army, Ft. Eustis, VA); NCCER Certified Instructor; Associate Instructor; 7 years Work Experience
Deana Friddle	Cosmetology Diploma (Tennessee Technology Center at Dickson); Instructor; Cosmetology Instructor License (Tennessee College of Applied Technology – Dickson); 31 Years Work Experience
Timothy Gunter	Welding Diploma (Tennessee College of Applied Technology Chattanooga); NCCER Certified Instructor; Associate Instructor; 4 Years Work Experience
Tarah Harrington	R.N., B.S.N. Degree (Austin Peay State University) A.S.N. (Jackson State Community College) L.P.N. (Tennessee College of Applied Technology); Instructor; 10 Years Work Experience
Chris Hartman	B.S. (Austin Peay State University); HVAC/R Technician Technical Diploma (Tennessee College of Applied Technology Nashville); Technical Diploma (Total Tech LLC); Associate Instructor; 16 Years Work Experience
Michael Hessock	NCCER Certified Instructor; Mechatronics Diploma (Tennessee College of Applied Technology – Dickson/Clarksville Campus); National Technical Honor Society Member; Trainer/Instructor 22 years; Instructor; 33 Years Work Experience

Shane Hunter	A.A.S. General Technology Degree (Nashville State Community College), NIASE ADS Certified (2 areas), Automotive Service Excellence Master Certified Automotive Technician (8 areas), Senior Instructor; 25 Years Work Experience
Ed Hutchinson	NCCER Certified Instructor; High School Diploma, Microsoft Certified Systems Engineer, ASE Certified, Instructor; 38 Years Work Experience
Bryan Johnson	NCCER Certified Instructor; Multiple NC3 Diagnostic Tool Certifications; Electric Motor Control training, Industrial Maintenance training, Licensed Electrician, OSHA 30, Solar Photovoltaic Technician and Installer Diploma and HVAC Diploma (Tennessee College of Applied Technology - Dickson) Certified NABCEP PV Installation Professional; Instructor; 27 Years Work Experience
Teresa Kinney	R.N., A.A.S. (Excelsior College – School of Nursing, Albany, NY); Instructor; 33 Years Work Experience
Kim McPherson	A.S. (Wirtschaftsschule School, Germany), Machinist Journeyman, NIMS Credentials (National Institute of Metalworking Skills); Senior Instructor; 37 Years Work Experience
Scott Moeller	Associate Instructor, LIFT Electrical Maintenance, Technical Certificate (U.S. Army); 27 Years Work Experience
Stephanie Murphy	R.N., B.S.N. (Austin Peay State University); Master Instructor; 23 Years Work Experience
Raymond Noblin	NIASE Master Certified Medium/Heavy Duty Truck; Diesel Power Generation Equipment Diploma (U.S. Army Engineer Center and School, Ft. Belvoir, VA), Mechanical Maintenance Diploma and ASI-C9, Certified Mast and Electronic Power Plant Maintenance Diploma (U.S. Army APD, Maryland), NC3 Certified Instructor/Electrical-Mechanical Torque, Multi-meter, Repair Connect & Pro-Link Ultra (Diesel) Diagnostics; Instructor: 29 Years Work Experience
Vanessa Pilkinton	R.D.A., C.D.A., A.A.S. (Nashville State Community College), Dental Assisting National Board Certified; Senior Instructor; 27 Years Work Experience
Phillip Perez	HVAC Diploma (Tennessee College of Applied Technology Dickson); Associate Instructor; 10 Years Work Experience
Brandon Rives	IT System Coordinator Diploma (Tennessee College of Applied Technology – Dickson) A+, Network+, Security+, and Project + Certified, Microsoft Certified Professional (MTA, MS, MCTS, & MCP), Windows 7-Configuration, ITIL Foundation Certificate in IT Service Management, Identity & Access Management

Certificate (Microsoft Virtual Academy), Experience with Microsoft, Android, Apple, Linux Operating Systems, hands-on as well as remote support; Instructor; 16 Years Work Experience

Tiffany Rives	Digital Graphic Design Diploma (Tennessee College of Applied Technology Dickson); Art of Chalk Drawing Certificate (Eternity Arts, Boyne City, MI); Associate Instructor; 17 Years Work Experience
Steve Sabinash	NCCER Certified Instructor; A.A.S. Management (Excelsior College), Machine Tool Technology, Mechatronics Technical Diplomas (TCAT-Dickson), National Technical Honor Society Member; Instructor; 42 Years Work Experience
Darrol Samsil	Automotive Degree (Bailey Technical Institute); A.A.S. Degree in Occupational Education (Austin Peay State University); A.S. Degree in Liberal Arts (Austin Peay State University); Master Automotive Service Excellence (ASE); Certified Advanced Level Engine Performance/ASE; Recovery & Recycling/ASE certified; GM Master Technician and Cadillac Master Craftsman; Master Certified in Outboard Technology for OMC; Certified Mercury Outboard Technician; NC3 Certified Instructor/Torque-Multimeter-Diagnostics-Advanced Diagnostics; Senior Instructor; 45 Years Work Experience
Connie Shaw	A.S. Degree in Business (Austin Peay State University), B.S. Degree in Management and Organizational Development (Bethel College); Microsoft Office Specialist Certification; Word, Excel, and PowerPoint; Master Instructor; 25 Years Work Experience
Stephanie Shute	Certified Pharmacy Technician (CPhT) 2007; AS 2005(Carrington College, Pleasant Hill CA). Retail Pharmacy, Chain and Independent stores experience; Hospital In-patient care experience; Associate Instructor; 13 Years Work Experience
Kathy Smith	A.S. Degree in Humanities (Volunteer State Community College), B.A. Degree in Liberal Arts (Middle Tennessee State University); M.A. Degree in Corporate Communication (Austin Peay State University), Ed.S Curriculum and Instruction (Austin Peay State University); CIW Web Associate; ADDA Digital Imaging Technician; MCAS Word, Excel, PowerPoint, Outlook; MasterInstructor; 39 Years Work Experience
Angela Spears	Cosmetology Diploma (Tennessee College of Applied Technology - Dickson), Aesthetician License (Austin Beauty School), Cosmetology Instructor's License (Tennessee College of Applied Technology - Dickson); Instructor; 30 Years Work Experience

Katherine Sugg	R.N., A.S. (Excelsior College); Senior Instructor; 29 Years Work Experience
Frank Sullivan	A.A.S. Electronic Engineering Technology (Nashville State Community College), MCSE+ IIS, MCSA, CompTIA A+, CompTIA N+; Senior Instructor; 39 Years Work Experience
Dawn Vandygriff	Cosmetology Diploma (Madison University of Beauty); Cosmetology Instructor License (Tennessee College of Applied Technology - Nashville); A.A.S. General Technology (Nashville State Community College; Senior Instructor; 25 Years Work Experience
Deanna Wallace	B.B.A. General Business (Austin Peay State University), M.A. Ed. Curriculum and Instruction (Austin Peay State University), IC3-GS4 Certification, MOS Certification - Word, Excel; Master Instructor II; 37 Years Work Experience
Tommy Yarbrough	High School Diploma. Studied Diesel Engine Repair at NADC. 42 Years Work Experience.

Part-Time Faculty

Matt Anderson	A.S Engineering (Austin Peay State University); Machinist 1 Diploma, Electric Mechanical Technician Diploma (Tennessee College of Applied Technology Dickson); Leadership and Technical Certification (U.S. Army); Adjunct Instructor; 27 Years Work Experience
Angela Burns	R.N., B.S.N. (Cumberland University) Adjunct Instructor; 22 Years Work Experience
Heath Calhoun	A.S. General Studies (Southwest Virginia Community College); Machinist 1 Diploma (Tennessee College of Applied Technology Dickson); Adjunct Instructor; 20 Years Work Experience
Matt Campeau	Welding/Fabrication Technical Diploma (TBAISD Career Tech Center, Traverse City, MI); NCCER Certified Instructor; 12 Years Work Experience
Christie Dee-Catabay	R.N.; B.S.N. (Trent University, Ontario, Canada); Adjunct Instructor; 10 Years Work Experience
Sherri Halchak	R.N., B.S.N. Degree (University of Rhode Island); Adjunct Instructor; 23 Years Work Experience
Lee Ann Ingram	R.N.; B.S.N. Degree (Austin Peay State University); Adjunct Instructor; 16 Years Work Experience

Virgil Leezer	HVAC Certificate (Kan Kakee Community College); Adjunct Instructor; 34 Years Work Experience
Yolanda Livingston	R.N.; M.S.N (South University, Savannah, GA); Adjunct Instructor; 10 years Work Experience
Gina Patalano	R.N., A.S. Degree (Broward Community College); Adjunct Instructor; 26 Years Work Experience

FINANCIAL AID HANDBOOK

The purpose of financial aid is to provide assistance to students who, without such aid, would find it difficult or impossible to attend the college. The college adheres to a nationally established policy and philosophy of financial aid for education. The basis of this policy is that students and parents have the primary responsibility for financing an education. Students with questions may contact TCAT Dickson's financial aid offices at the Dickson Main Campus (615) 441-6220 or the Clarksville Campus (931) 572-1694.

Financial aid programs are intended to supplement the efforts of the family. To demonstrate financial need, students must file the Free Application for Federal Student Aid (FAFSA). The information reported on the FAFSA is used in a formula, established by the US Congress, to calculate a student's Expected Family Contribution (EFC), an amount the student and student's family is expected to pay toward the student's education. The EFC is used by the Financial Aid Office to determine a student's financial need.

Financial Aid Awards are calculated on an academic year basis. An academic year is for a 12 month period beginning each July 1 and ending each June 30. Renewal of financial aid is not automatic; students must file a FAFSA each year.

All interested students are encouraged to apply for financial aid. To qualify, the individual must meet the eligibility requirements specified by the particular program desired. In general, you are eligible for Federal and/or State aid if you meet the following requirements:

1. You are enrolled as a regular student in an eligible program.
2. You are a U.S. citizen/national or an eligible non-citizen.
3. You are making satisfactory academic progress in your course of study and meeting attendance standards.
4. You are not in default on a Federal Perkins/ National Direct Student Loan, Federal Family Education Loan, Federal Plus Loan, Federal Direct Student Loan, Income Contingent Loan or a Consolidation Loan, and you do not owe a refund or repayment on a Pell Grant, Supplemental Educational Opportunity Grant, Tennessee Student Assistance Award, Wilder-Naifeh Technical Skills Grant and/or a Byrd Scholarship or have documented satisfactory repayment arrangements if in default or owe a refund/repayment.
5. You are registered with the Selective Service if you are required to register.

6. Have not been convicted of any offense involving possession or sale of illegal drugs for an offense that occurred while you were receiving federal student aid, unless successfully completed an approved drug rehab program or completed the time of ineligibility.
7. Have a signed statement of educational purpose saying that the student will use the money only for expenses related to attending the college (usually collected on the FAFSA).
8. Have a high school diploma or equivalent or be able to benefit from education according to guidelines established by the Department of Education.
9. Complete a Free Application for Federal Student Aid (FAFSA) and the financial aid office must have received a valid record for the student from the U.S. Department of Education. Submit signed copies of all required documents to the financial aid office if selected for verification by the U.S. Department of Education and have a completed financial aid file, as verified by the financial aid office.

Applying for Assistance

General Procedures for applying

- Complete and submit the FREE APPLICATION FOR FEDERAL STUDENT AID (FAFSA) to determine eligibility for financial assistance. Students should complete the FAFSA via the internet at **www.fafsa.ed.gov**. You will need to include our **Federal School Code #013955** on the FAFSA. If you do not have access to the Internet, you can call the US Department of Education at 1-800-433-3243 and request that a paper application be mailed to you; or you may come to the Student Services Office for access and assistance in completing application on-line.
- Be accepted for admission to TCAT Dickson.

Application Deadlines

Students are encouraged to complete the FAFSA application as soon after **October 1st** as possible.

Pell Grant- The FAFSA must be received by the processor no earlier than October 1st and no later than June 30th of the following year. All required forms must be received by the Financial Aid Office by June 30th or your last day of enrollment, whichever comes first.

Tennessee Promise-Before November 1 for new applicants (Fall before the graduating high school senior graduates) and before **January 17** of each year after.

Tennessee Reconnect-Same deadlines as Wilder Naifeh Technical Skills Grant listed below.

Wilder Naifeh Technical Skills Grant- Students must have a processed FAFSA on or before the following deadline dates to be eligible for the award. Students whose applications are processed after the deadline date may be eligible for the WNTSG for subsequent terms.

Fall term deadline-November 1st /Spring term deadline – March 1st/Summer term deadline- July 1st

Tennessee Student Assistant Award- Due to funding limitations, the TSAA is awarded on a first-come, first-serve basis and is based on the FAFSA completion date. Therefore, students are encouraged to complete the FAFSA as early as possible. Prior-year recipients (renewals) will receive the award if they meet all eligibility requirements and complete the FAFSA on or before January 17. After January 17,

remaining funds will be awarded to the neediest applicants who apply by January 17 based on the availability of funds. Awards are made until funds are depleted.

Additional Rules and Requirements for the Wilder-Naifeh Technical Skills Grant

Eligibility: To be eligible to receive funds from the Wilder-Naifeh Technical Skills Grant (WNTSG) a student must meet the following eligibility requirements in addition in to those listed above.

- Must be a Tennessee resident for one year prior to the application deadline date. State residency is determined using TBR promulgated rules; TBR Rules 02402-2
- Must not be incarcerated
- Must meet the enrollment requirements for both the school and the program (Do not have to have a high school diploma or GED if not required for enrollment in the school or program. Also, a student that possesses a bachelor's degree or higher may be eligible for the WNTSG)
- Must be enrolled in a program leading to a certificate or diploma. Continuing education and supplemental certificate programs are not eligible.
- Must have never have completed a certificate or diploma program with Wilder-Naifeh Technical Skills Grant funding or had a break in enrollment while receiving the Wilder-Naifeh Technical Skills Grant.

Note: Students may enroll as full-time or part-time. There is no income limit for eligibility. Students may receive the WNTSG for all coursework required for completion of the certificate or diploma.

Calculation of WNTSG Award: The maximum WNTSG award may vary from year to year. This amount is subject to availability of funds from the Tennessee Education Lottery Scholarship program. The WNTSG funds will be paid each term in the academic year. The amount of the award will be prorated based on the number of scheduled hours for each term. The amount of the award will be rounded to the nearest whole dollar.

Receipt of student financial aid from other sources will not reduce the WNTSG award as long as the student's total aid does not exceed the total cost of attendance. In the event that a student's total aid exceeds the cost of attendance, the school shall, to the extent it does not violate applicable federal regulations, reduce the excess by reducing the student's WNTSG.

Retention of WNTSG Award: To continue to be eligible for WNTSG funds a student must meet the following requirements:

- Continue to meet all eligibility requirements as stated above
- Reapply each year using the FAFSA by the application deadline date
- Maintain continuous enrollment (unless a leave of absence or military mobilization leave is granted for the WNTSG)
- Maintain enrollment status during the term (unless a change in status is granted)
- Maintain satisfactory progress according to standards used for financial aid purposes. Students must meet grade and attendance requirements as well as the 133.33% timeframe requirement.

Note: Once the student becomes ineligible for WNTSG for any reason, the student shall not be eligible to regain the WNTSG.

Types of Financial Aid

Federal Pell Grant

A Federal Pell Grant is an award to help undergraduates pay for their education after high school. For the Federal Pell Grant Program, an undergraduate is one who has not earned a bachelor's or professional degree. The amount of Pell Grant received is calculated based on the student's expected family contribution.

Federal Supplemental Educational Opportunity Grant (FSEOG)

A Federal Supplemental Opportunity Grant is for undergraduates with exceptional financial need, as determined by the College. Priority is given to Federal Pell Grant recipients with a zero EFC who have the lowest income on the FAFSA. The amount of the FSEOG award is \$200.00 per pay period for full-time students. Students with a 4 year degree are not eligible.

Federal Work-Study Program (FWS)

The FWS program provides part-time jobs for students who have financial need. Students will generally work on-campus after class in staff support jobs. Funds and job availability are limited.

TCAT Reconnect Scholarship

Tennessee resident. Have a FAFSA dependency status of "independent." Enroll full-time at a Tennessee College of Applied Technology (TCAT). Be in pursuit of a certificate or diploma. Maintain continuous enrollment and satisfactory academic progress.

Tennessee Promise Scholarship

Tennessee resident/U.S. citizen/eligible non-citizen/students who graduate from an eligible high School, homeschool, or earn a GED/HISET (prior to 19th birthday) can receive an award at an eligible postsecondary institution toward tuition and mandatory fees after all other gift aid has been first applied. Students must attend mandatory meetings and participate in a mentoring program. College students must attend full-time, continue to participate in the mentoring program, and perform 8 hours of community service prior to each term the award is received. **This scholarship program began in the 2015-16 academic year.**

Tennessee Student Assistance Award (TSAA)

The Tennessee Student Assistance Award is a state grant program that awards students based on the cost of tuition and the need of the student.

Wilder-Naifeh Technical Skills Grant (WNTSG)

The Wilder-Naifeh Technical Skills Grant is a part of the Tennessee Education Lottery Scholarship Program. The WNTSG is a grant that is available only to Tennessee residents that attend a Tennessee College of Applied Technology.

Appeals Process and Guidelines

Appeal and Exception Process for Wilder-Naifeh Technical Skills Grant: The Institutional Review Panel (IRP) is established for the purpose of hearing appeals from decisions denying or revoking an applicant's WNTSG award. The following items are allowed to be appealed to the IRP:

1. Denial of a Change in Status request
2. Denial of a Leave of Absence request
3. Denial of Reinstatement of eligibility after a change in grade
4. Denial of Reinstatement of eligibility after the grade for an incomplete course is reported.

The IRP members will be designated by the school President and may be composed of, but not limited to, the following: two faculty members, one student, one administrator and one support staff. An alternate

will be designated for an IRP member who is personally involved in a particular case or is otherwise unable to attend. No school official rendering a decision to deny or revoke a WNTSG award shall participate in the appeal process.

IRP Appeals Process and Timeline: Any student wishing to appeal to the IRP must provide a written appeal within five (5) calendar days of notification of denial. The IRP may review the student's appeal with or without a hearing and shall make a determination no later than the end of the term after the student properly files an appeal. The IRP shall render a written decision no later than seven (7) calendar days after considering an appeal, except for exigent circumstances.

Appeals of IRP Decisions: A student seeking an appeal of a decision rendered by the IRP shall submit a request in writing outlining the basis for the appeal with the Tennessee Student Assistance Corporation TELS Award Appeals Panel within fourteen (14) calendar days from the date the decision was delivered to the student.

**Tennessee Student Assistance Corporation
TELS Award Panel
404 James Robertson Parkway
Suite 1510
Nashville, Tennessee 37243**

Benefit Programs

TCAT Dickson is approved to provide training to students who have been determined eligible for the following benefit programs: Veterans Administration programs, Vocational Rehabilitation, the Workforce Investment Act (WIA) program, and others. Eligibility determination must be established by agencies outside the College. Eligible students are normally referred to the College by the appropriate program agency.

Veterans Assistance

This program assists eligible veterans and dependents of veterans by providing educational benefits through the Veterans Administration. Appropriate forms to be completed should be obtained from the Financial Aid Office/VA Certifying Official prior to enrollment. Veterans must submit transcripts/certificates of previous education/training from colleges, technical or vocational schools, military, etc., in order to apply for benefits.

Upon enrollment, veterans should present their DD214 form and/or their Notice of Eligibility, to the Financial Aid Office where paperwork will be processed and forwarded to the Veterans Administration. Veterans will receive their benefit checks directly from the Veterans Administration approximately six to eight weeks from their enrollment date.

If you are receiving benefits based on your status as a service person, veteran, or reservist you must verify your enrollment at the end of each month in order to receive benefits. Benefits are paid after each month of school is completed. Verification can be done beginning the last day of the month by using the Web Automated Verification of Enrollment (WAVE) at <https://www.gibill.va.gov/wave> or by calling toll free at 1-877-823-2378 and using your touch tone phone. Both of these systems are available 7 days a week, 24 hours a day.

If you are receiving VEAP or dependents Educational Assistance (Chapter 35), benefits are sent automatically at the end of each month.

Service-members, Veterans, and dependents of veterans who are eligible beneficiaries of U.S. Department of Veterans Affairs education benefits or other governmentally funded educational assistance, subject to the conditions and guidelines set forth in the Tennessee Code Annotated 49-7-104 as amended, may elect, upon formal application, to defer payment of required tuition and fees until the final day of the term for which the deferment has been requested. Application for the deferment must be made no later than 7 days before the beginning of the term, and the amount of the deferment shall not exceed the total monetary benefits to be received for the term. Students who have been granted deferments are expected to make timely payments on their outstanding tuition and fees balance once education benefits are being delivered, and eligibility for such deferment shall terminate if the student fails to abide by any applicable rule or regulation, or to act in good faith in making timely payments.

This notice is published pursuant to Public Chapter 279, Acts of 2003, effective July 1, 2003. TCAT Dickson will not accept fee deferment requests for subsequent terms once a student has begun receiving education benefits from Veterans Affairs.

Veteran Benefits and Transition Act of 2008, section 3679 of title 38, United States Code

Any covered individual will be able to attend or participate in the course of education during the period beginning on the date on which the individual provides to the educational institution a certificate of eligibility for entitlement to educational assistance under chapter 31 or 33 (a “certificate of eligibility” can also include a “Statement of Benefits” obtained from the Department of Veterans Affairs’ (VA) website – eBenefits, or a VAF 28-1905 form for chapter 31 authorization purposes) and ending on the earlier of the following dates:

1. The date on which payment from VA is made to the institution.
2. 90 days after the date the institution certified tuition and fees following the receipt of the certificate of eligibility.

TCAT Dickson will not impose any penalty, including the assessment of late fees, the denial of access to classes, libraries, or other institutional facilities, or the requirement that a covered individual borrow additional funds, on any covered individual because of the individual’s inability to meet his or her financial obligations to the institution due to the delayed disbursement funding from VA under chapter 31 or 33.

Vocational Rehabilitation Department of Human Services

The Tennessee Department of Vocational Rehabilitation provides funds for students who are physically or mentally impaired and can demonstrate that they may benefit from training. Eligibility should be established prior to enrollment.

Workforce Investment Act (WIOA)

Eligible students may receive federal assistance for books and supplies, transportation, and day care services. Students should be assessed and certified by the WIOA office prior to their enrollment.

Disbursement

Financial Aid Disbursement

In keeping with federal grant regulations, TCAT Dickson pays federal grant funds in increments called payment periods. Payment periods are defined by regulation and are determined by your program length and academic year. TCAT Dickson will apply a portion of each payment period’s grant funds to pay estimated direct school costs (tuition/fees/books) for the payment period. If there are funds remaining after those costs are paid, you will receive a residual check for the unused portion, which can be used to

pay indirect school costs. Since tuition/fee costs are assessed by academic term (trimester) and payment periods may span more than one academic term, tuition/fee costs are estimated on the front-end. Grant funds will be credited to a student's account or disbursed by check to the student approximately one month after the beginning of the term for students who enroll at the beginning of the term. For students who enroll later in the term, residual checks will be disbursed no later than the end of the term. Students may pick up their residual check at the TCAT Dickson Business Office by showing their student I.D. badge.

All disbursements represent payment made in advance of training. Students must successfully complete the hours and weeks in the payment period before they can receive disbursement for subsequent payment periods. In addition, if you withdraw before completing the hours you have been paid for you are at risk for overpayment with the Department of Education and may owe money to the school.

Satisfactory Progress For Financial Aid

A. To make satisfactory progress a student must:

1. Complete 67% of cumulative scheduled hours (pace of completion). All periods of enrollment for a student's program will be included in determining the cumulative scheduled hours used for SAP, regardless of receipt of Title IV aid for the prior enrollments.
2. Must maintain a minimum cumulative passing grade of "C" or higher if specified by the program and as published by the institution. (CFR 668.34.)

B. Satisfactory progress will be evaluated at the expected end of a student's payment period. If the student fails to make satisfactory progress, the student will be placed on financial aid warning for the next payment period. If the student fails to make satisfactory progress for the next payment period, financial aid will be suspended. There is no appeals process for financial aid satisfactory progress. In order to reestablish financial aid, a student must make satisfactory academic progress at the next evaluation date.

C. Remedial Courses – Any courses considered 'remedial' are included in the student's normal program of study and are included in the students SAP calculation.

D. Program Changes - Changes in program will not affect SAP because a student will then have a new program length and new payment periods.

E. Transfer Credit – Students who receive credit for hours completed for previous education (other institutions, life experience, work credit, dual enrollment, etc.) will have their program length reduced. A student that receives transfer credit will have a maximum timeframe calculated based on the reduced program length.

F. Repeats

Program Repeats – Any student who completes an entire clock hour program and later re-enrolls to take that same program again or to take another program may be paid for repeating coursework regardless of the amount of time between completion of the first program and beginning the same program or another program.

Course Repeats - The repeated course grade will be counted along with the previously assigned grade. Repeated course hours will count toward total cumulative hours (pace of progression).

- G. **Withdrawals** will not impact a student's satisfactory academic progress unless they return within 180 days.

Reentry within 180 days – A student who withdraws from a clock hour or credit hour non-term program and reenters within 180 days is considered to remain in the same payment period when he/she returns and, subject to conditions imposed by ED, is eligible to receive FSA funds for which he/she was eligible prior to withdrawal, including funds that were returned under R2T4 rules. The repeated course grade will be counted along with the previously assigned grade. Repeated course hours will count toward total cumulative hours (pace of progression).

Reentry after 180 days and transfer students – Generally, you must calculate new payment periods for a clock hour or credit hour non-term program for:

- * A student who withdraws and then reenters the same program at the same institution after 180 days: *the repeated course grade will be counted along with the previously assigned grade. Repeated course hours will count toward total cumulative hours (pace of progression), or*
- * A student who withdraws from a program and then enrolls in a new program at the same institution, or at another institution *within any time period*. The student establishes a new maximum timeframe based on the new program length. Hours and grades from the previous program are not included when evaluating SAP for the new program.
- * **Note:** SAP Must be evaluated at the point of reentry regardless of the length of time between enrollments. If the student's previous hours + the number of hours required to complete the program is greater than the maximum number of hours, then the student is not eligible for Title IV aid.

For example – A student enrolls in Welding (1296 hour program) and completes 700 hours. Student returns 2 years later. Instructor requires student to retake entire program. Student could not complete the program in 150% (1944 hours) as $1296 + 700 = 1996$ hours. Therefore, this student would not be eligible for Title IV aid upon re-entry.

- H. **Maximum Time Frame** (this is for maximum timeframe only, cannot pay more than 100% of student's program length)

Students may continue to receive State Aid at the pace of 67% or greater until they have been enrolled 150% of their scheduled hours.

- A student may receive aid while enrolled in this program, up to the point you determine the student cannot complete the program within 150% (our maximum timeframe for SAP). The student fails SAP for maximum timeframe at the evaluation point where they can no longer graduate within the maximum timeframe - not at the point where they actually hit the number of hours or weeks that make up the maximum timeframe (this point is actually earlier than the actual maximum timeframe).
- If the student's previous hours + the number of hours required to complete the program is greater than the maximum number of hours, then the student is not eligible for Title IV aid.

For example – A student enrolls in Welding (1296 hour program) and completes 700 hours. The student returns two (2) years later, and the instructor requires the student to retake the entire program. The student could not complete the program in 150% (1944 hours) as $1296 + 700 = 1996$ hours. Therefore, this student would not be eligible for Title IV aid upon re-entry.

I. Notification

Students will be notified of any evaluations that impact eligibility of Title IV aid.

Note: Students receiving the Tennessee State Aid may not appeal unsatisfactory progress.

Leave of Absence (LOA)

For rare and unusual circumstances, a student may request a leave of absence (LOA) to continue eligibility for Wilder-Naifeh Technical Skills Grant. An LOA may be approved for documented medical or personal reasons, such as serious extended illness of the student, serious or extended illness or death of an immediate family member, extreme financial hardship of the student or the student's immediate family, or other extraordinary circumstances that are beyond the student's control where continued enrollment creates a substantial hardship.

A student must submit a written request in advance for a leave of absence unless an unforeseen circumstance prevents the student from doing so. The student's signed and dated request must include the reason for the request, beginning and ending dates for the leave and supporting documentation.

The student will be readmitted as space is available upon completion of the LOA.

An approved LOA will be treated as a withdrawal for all financial aid programs other than the WNTSG/TNPromise/TNReconnect. This may cause other awards to be recalculated and a Return of Title IV funds calculation must be done.

A leave of absence will normally not be granted for less than 9.7% of the student's scheduled hours or longer than the scheduled hours remaining in the term at the time of the leave.

If the student's request for a leave of absence is denied, the student may appeal the decision to the Institutional Review Panel (IPR).

Military Mobilization of Eligible Students –

Members of the United States Armed Services, National Guard, or Armed Forces Reserves receiving a Wilder-Naifeh Technical Skills Grant/TN Reconnect who are mobilized for active duty during a term that is already in progress shall be granted a personal leave of absence and shall not have their eligibility negatively impacted.

The hours attempted during the term will not be taken into consideration for purposes of satisfactory progress for determining future eligibility. The student's Wilder-Naifeh Technical Skills Grant/TN Reconnect eligibility will resume as if no break in enrollment has occurred as long as the student re-enrolls within one year following their return from the mobilization.

A student whose spouse, child, or parent is mobilized for active duty may also request a personal leave of absence. The same provisions as above will apply in these situations.

The student must provide the Student Services Office a copy of their military orders and complete a Leave of Absence request form.

For all other financial aid programs, including Title IV and Veteran's Education Benefits, the LOA will be treated as a withdrawal. Accordingly, awards will be recalculated and in some cases a Return of Title IV funds calculation may be necessary.

Military Mobilization of Eligible Students:

Members of the United States Armed Services, National Guard, or Armed Forces Reserves receiving a WNTSG who are mobilized for active duty during a term that is already in progress shall be granted a personal leave of absence and shall not have their WNTSG eligibility negatively impacted. A student whose spouse, child, or parent is mobilized for active duty may also request a personal leave of absence. The same provision will apply in these situations.

The student must provide the Student Services Office/Financial Aid Office a copy of their military orders and complete a Leave of Absence request form. The student must also complete a re-admission form and a new application for enrollment when they return from active duty. The student may be re-admitted, as space is available upon completion of active duty.

Professional Judgment

Since the formula used to determine eligibility for the Federal Pell Grant is basically the same for all applicants, students who have experienced extenuating circumstances beyond their control may request "special conditions" or "professional judgment".

There must be rare and unusual reasons for the financial aid administrator to consider "special conditions" or "professional judgment" on a student's behalf. In addition, the student must provide adequate documentation to support any adjustments before the committee will meet.

Possible extenuating circumstances could include the following:

- Divorce or separation of student, spouse or parent
- Death of a spouse or parent

The Financial Aid Office decision regarding special circumstances is final and cannot be appealed. Financial Aid forms to document special circumstances may be obtained in the Financial Aid Office.

Refunds and Financial Aid

Financial aid is considered to be used first for direct education costs- tuition and fees. Therefore, if a student withdraws and is scheduled to receive a refund of fees, all or part of this refund will be used to reimburse the financial aid programs from which the student received funds. Any student receiving financial aid will not receive a cash refund until all financial aid funds disbursed have been applied back to the respective accounts from which they were issued.

Return of Title IV Funds Policy

Return of Title IV Funds calculations apply for any student who:

- Withdraws before the point when 60% of the hours for the payment period are scheduled to be completed
- Received or could have received a disbursement of Title IV Funds (Pell grants or SEOG)

If both of the above conditions apply to the student, the institution will perform a Return of Title IV funds calculation in addition to the TBR Refund of Maintenance Fee and Technology Fee calculation.

The grant funds returned by the student are applied to the following sources, in order, up to the total amount disbursed from that grant program, after subtracting the amount the school will return.*

1. Pell Grant
2. FSEOG

***** Examples of Return of Title IV Funds calculations are available upon request from the Financial Aid Department.**

Repayment of Title IV Funds by the Student to the Dept. of Education

Within 45 days of notice, the student must make full payment of the amount owed to federal grants. During this initial 45 days, the student must make payment to the school. If the student does not make payment in the full during the 45-day period, the student will lose eligibility for additional Title IV funds at any school.

After the 45-day period, the Tennessee College of Applied Technology – Dickson will report the amount owed to the Department of Education and the student will be required to make payment arrangements with the Department of Education before being eligible to receive future Title IV assistance at any school.

Note that the student is not responsible for returning funds to any grant program to which the student owes \$50.00 or less.

Applying the Return of Title IV Funds Policy and the TBR Refund of Maintenance and Technology Access Fee Policy

In most instances when a student has charged their maintenance and technology access fees to their Pell grant and withdraws prior to completing 60% of their scheduled hours for the payment period, the student will owe payment to the school. This will occur when the TBR policy determines that the school has earned a larger percentage of the fees than the Return of Title IV Funds calculation.

In these instances, the school will require payment of the difference from the student. A “HOLD” will be placed on the student’s account until full payment is made to the school. The student will not be allowed to apply for re-admission, register for class, or receive official copies of transcripts until the outstanding balance on their account is paid.

Examples of TBR refund calculations and Return of Title IV Funds calculations are available, upon request, from the Financial Aid Department.

Student Rights and Responsibilities

Student Rights. Students have the right to find out from the College the following:

- (a) What financial assistance is available, including information on all federal, state, local, private, and institutional financial aid programs. Students also have the right to know how the College selects financial aid recipients.
- (b) What the procedures and deadlines are for submitting applications for each available financial aid program.
- (c) How the College determined financial need. This process includes how costs for tuition and fees, room and board, travel, books and supplies, and personal and miscellaneous expenses are considered in the cost of education. It also includes the resources considered in calculating need (such as parental contribution, other financial aid and assets). Students also have the right to know how much financial need has been met and how and when aid will be received.
- (d) How the College determines each type and amount of assistance in the financial aid package.
- (e) How the College determines whether students are making satisfactory academic progress, and what happens if not. Whether students continue to receive federal financial aid depends, in part, on whether satisfactory progress is being made.
- (f) If a federal work-study job is offered, what kind of job it is, what hours must be worked, what the duties will be, what the rate of pay will be, and how and when payment will be made.
- (g) Who the College's financial aid personnel are, where the office is located, how to contact the office for information.
- (h) Students have the right to know the College's refund policy.

Student Responsibilities

Students bear the responsibility to:

- (a) Review and consider all information about the College's programs before enrolling.
- (b) Pay special attention to the application for student financial aid, complete it accurately and submit it on time to the financial aid office.
- (c) Know and comply with any deadlines for applying or reapplying for aid.
- (d) Provide all additional documentation, verification, corrections and/or new information requested.
- (e) Notify the College of changes including name, address, telephone number, or e-mail address.
- (f) Read, understand, and keep copies of all forms requiring a signature.
- (g) Repay any overpayment discovered.

TENNESSEE BOARD OF REGENTS POLICIES (TBR) AND GUIDELINES FOR TCAT'S

Select Tennessee Board of Regents policies are located here for convenience; however, a complete listing of policies and guidelines may be found at <http://www.tbr.edu/policies/default.aspx?id=1166>.

Instructional Projects at Colleges of Applied Technology: TBR Policy: TCAT-010; TCAT-D Policy: SS-103

Purpose

The purpose of this guideline is to establish uniform provisions for instructional projects at the Tennessee Colleges of Applied Technology (TCAT's). Each TCAT shall administer instructional projects in accordance with the following provisions. Exceptions to the guideline are subject to prior approval by the Chancellor.

Definitions

- For purposes of this guideline, a distinction is made between school instructional projects and individual instruction projects. In general, school projects are those secured by the school and assigned to students by instructors as part of the instructional program. School projects may result in a product, which may be reused or sold by the school. Individual projects are those involving personal service to the provider or returned to the provider after services are rendered by students.

Guideline

I. General Statement

- A. It is recognized that instructional or “live work” projects enhance the vocational-technical training of TCAT students.
- B. Instructional projects are those which:
 1. When completed constitute a product; or
 2. Involve repairing or providing maintenance service to a device; or
 3. Involve the delivery of a personal service, such as in cosmetology programs.
- C. To ensure that such projects are meaningful to the training program, they must be selected on the basis of their potential contribution in aiding students develop identified competencies. All such projects must be selected and scheduled in keeping with stated objectives of the instructional program.

II. Selection, Authorization, and Sources of Projects

- A. The Center President is responsible for the selection and authorization of all school projects, except those involving construction of buildings, which shall require approval by the Chancellor.
 1. The purchase of school projects must be consistent with the TBR purchasing policies and procedures (No. 4:02:10:00).
 2. Where applicable, solicitation and acceptance of projects shall be subject to the TBR policy on solicitation and acceptance of gifts (Policy number 4:01:04:00).
 3. The sources of individual projects may include those offered by students and staff of the TTC, members of the schools advisory committees, personnel and institutions of the Tennessee Board of Regents System, retired persons, civic groups, governmental agencies, and non-profit organizations.
 4. The Center President may, upon consultation with the school advisory committee, authorize individual projects offered from other individuals and groups in the event appropriate projects are not available from the above sources.

- B. An instructor shall be responsible for selecting and scheduling individual projects, which may be selected only from authorized categories.
 - 1. No work may be performed on a project from a category that has not been authorized.
 - 2. An instructor may give priority to a project belonging to a student, provided it meets established training objectives.

III. School Projects

- A. The school shall bear the cost of parts, supplies, and materials for school projects.
 - 1. Acquisition of such parts, supplies, and materials shall be in accordance with the Tennessee Board of Regents purchasing policies and procedures (No. 4:02:10:00).
 - 2. In cases where competitive bidding is not feasible, appropriate documentation shall be maintained for audit purposes.
- B. The sale of completed school projects shall be in accordance with the Tennessee Board of Regents policy on disposal of surplus personal property (No. 4:02:20:00).

IV. Individual Projects

- A. An approved agreement form must be completed by the appropriate instructor prior to initiating work on any individual project. An original of the agreement form shall be retained by the Center and a copy of the form provided to the individual or group for whom the work is being performed.
- B. In general, the owner of the project shall be responsible for providing the parts, supplies and materials for individual projects.
 - 1. The school may recommend sources where parts, supplies and materials may be acquired.
 - 2. The school should avoid recommending sole sources except in cases where other sources are not readily available.
- C. There are instances, however, where it is more feasible for the school to provide parts, supplies, and materials for individual projects; for example, weights for wheel balancing, refrigerant gas, etc.
 - 1. In such instances, the acquisition of the parts, supplies, and materials by the school shall be in accordance with TBR policy (No. 4:02:10:00), and the project owner shall be assessed a fee to recover the school's expenses.
 - a. The fee shall be consistent with a fee schedule approved by the Board.
 - b. The fee schedule shall be made available to project owners prior to completion of the project agreement form.
 - c. Payment of the fee is due upon completion of the project.

- d. Fee payments will be received by authorized school staff, properly receipted, and deposited in accordance with the TBR policy on deposit and investment of funds (No. 4:01:01:10).

V. Agreement Forms

- A. The Board staff will approve agreement forms to be used for individual instruction projects.

Sources

February 16, 1984, AVTS Sub-Council Meeting; February 14, 2002 Directors Meeting; May 21, 2002 Presidents Sub-Council Meeting.

TCAT Dickson Philosophy of Conflict Resolution TBR: TCAT 023; TCAT-D Policy AA-115

It is the philosophy of the TCAT's that many complaints can be resolved through open and clear communication, and should be resolved at the lowest level possible. Therefore, the student should first discuss the complaint with the instructor, administrator or student involved in the matter in an attempt to resolve the concern.

If the concern cannot be resolved through informal discussion, the student may file a written complaint with the office of Student Services. The Student Services Coordinator will meet with the student, investigate the complaint, consult other TCAT personnel or students as needed, determine an appropriate resolution, and notify the student, in writing, of the outcome.

If the student is not satisfied with how the administrators attempted to resolve the issue, the student may appeal to the President. The President may discuss the matter with the student and the Coordinator, and any other personnel he/she feels appropriate. The President will provide a decision to the student within five (5) days of receipt of the appeal.

Student Notice Regarding Complaints & Grievances at TCAT Dickson

Students or prospective students who wish to file a complaint related to accreditation or regarding violations of state law not resolved at the institution may submit a Student Complaint Form to the Tennessee Board of Regents at 1 Bridgestone Park, Nashville Tennessee 37214, or by going online and filing out the form electronically at <http://www.tbr.edu/contact/default.aspx?id=2936>.

Under Tennessee's open records law, all or parts of complaints will generally be available for review upon request from a member of the public.

Complaints regarding accreditation and/or cases where the grievance is not settled at the institutional level can also be made by contacting the Council on Occupational Education (COE) at 7840 Roswell Road, Building 300 Suite 325, Atlanta, Georgia 30350; 800-917-2081; www.council.org.

Complaints of fraud, waste or abuse may be made by email at reportfraud@tbr.edu or by calling the Tennessee Comptroller's Hotline for Fraud, Waste and Abuse at 1-800-232-5454.

Uniform Procedures for Grievances by Students at TCAT: TBR TCAT-023; TCAT-D AA115

Purpose

The purpose of this guideline is to provide a procedure through which students of the Tennessee Colleges of Applied Technology may submit a complaint if the student has a concern regarding a situation or condition at the TCAT and the student believes he/she has been treated unfairly or inequitably.

Guideline

I. Limitations on Scope and Use of Process

- A. Allegations of sexual or racial harassment or discrimination shall be processed in accordance with TBR Guideline P-080, Discrimination & Harassment - Complaint & Investigation Procedure.
- B. Grade appeals should comply with the appropriate grade appeal process.
- C. Matters regarding student discipline are processed in accordance with the student disciplinary policies and rules found at TBR Policy 3:02:00:01, General Regulations on Student Conduct and Disciplinary Sanctions, Policy 3:02:01:00, Student Due Process Procedures, and Rule 0240-3-21-.01, et seq., of the rules published by the Tennessee Secretary of State. Students should also consult the student handbook.
- D. Appeals of traffic or parking citations should be processed as specified by each institution.
- E. In order to resolve concerns in a timely manner, complaints must be presented within ten (10) school days after the occurrence of the event claimed to have given rise to the complaint. Any complaint not presented within the time provided will not be considered.

II. Process

- A. It is the philosophy of the TCATs that many complaints can be resolved through open and clear communication and should be resolved at the lowest level possible. Therefore, the student should first discuss the complaint with the instructor, administrator or student involved in the matter in an attempt to resolve the concern.
 - 1. If the concern cannot be resolved through informal discussion, the student may file a written complaint with the office of Student Services. The Student Services Coordinator will meet with the student, investigate the complaint, consult other TCAT personnel or students as needed, determine an appropriate resolution, and notify the student, in writing, of the outcome.

2. If the student is not satisfied with how the Student Services Coordinator attempted to resolve the issue, the student may appeal to the President within five (5) school days of receipt of the Students Services Coordinator's letter.
 - a. The President may discuss the matter with the student and the Student Services Coordinator, and any other personnel he/she feels appropriate.
 - b. The President will provide a written decision to the student within five (5) days of receipt of the appeal.
 - c. The President's decision will be final.

Sources

February 14, 2002 Director's Meeting, May 21, 2002 President's Sub-Council Meeting; Admin Change, February 27, 2008.

Academic Retention and Readmission at the Tennessee Colleges of Applied Technology: TBR 2:03:01:05; TCAT-D Policy AA-103

Purpose

Students at the Tennessee Colleges of Applied Technology are expected to maintain satisfactory attendance and to progress in an appropriate manner toward their training objectives. This policy provides minimum criteria for evaluating student achievement relating to identified occupational competencies and defines retention standards for the colleges.

Policy

I. Student Attendance

- A. The nature of the programs at the Tennessee Colleges of Applied Technology is such that it is necessary for every student to attend regularly. Excessive interruptions due to absences will have an adverse effect on student progress.
 1. A full-time student enrolled for a full term (72 days) and that has been absent for more than 5.5% (24 hours) of the scheduled hours enrolled will receive written communication

alerting the student to the number of hours remaining prior to suspension. Available community and institutional resources will be shared to assist students with attendance issues. The number of hours of absence triggering notification must be prorated for all part-time students and full-time students enrolled for less than a full term.

2. When a full-time student enrolls for a full term (72 days) and has absences exceeding 9.7% (42 hours) of the scheduled hours enrolled, that student will be suspended. A student suspended for attendance may appeal the suspension in writing to the president within three (3) days of receiving notification of the suspension. A student appealing suspension of attendance may remain in class until the suspension has been reviewed. The number of hours triggering suspension must be prorated for all part-time and full-time students enrolled for less than a full term.
3. A student is considered tardy if not in the classroom at the designated time for class to start. Multiple tardies will result in the following discipline:
 - a. Five (5) tardies - Student will be given a written warning by instructor.
 - b. Six (6) tardies - Student will be placed on probation by the president or the president's designee.
 - c. Seven (7) tardies - Student will be referred to the president, and may be suspended.
4. An attendance record for each student shall be maintained in the student information system.
5. When a student misses three (3) consecutive days without contacting the college, that student will be presumed to have withdrawn from the college.

II. Student Progress

- A. Evaluations of student achievement toward a program's identified occupational competencies are recorded for each student at the end of 72 days of instruction that comprise a term. Those evaluations shall be based on the following scale of progress:

1. A = 94 – 100
2. B = 87 – 93
3. C = 80 – 86
4. D = 73 – 79
5. F = 0 - 72

- B. Grades for courses will be determined as described in course syllabi. Students will be graded in the following categories:
 - 1. Skill Proficiency
 - 2. Theory/Related Information
- C. A student must maintain a "D" (73) or better average per course and a "C" or better average per term.
- D. Allied Health Programs require a "C" (80) or better average per course.
- E. Failure to maintain the required grade average will result in suspension at the end of the term.
- F. Additional retention standards for specific programs may be established by the college based on accreditation or licensing requirements applicable to a program.

III. Readmission from Suspension for Grades or Attendance

- A. The president may consider for readmission the applicant who has been suspended.
- B. Criteria that the president will consider in assessing candidacy for readmission are as follows:
 - 1. Assessment of the candidate's willingness to address those deficiencies that contributed to the prior suspension, and
 - 2. Assessment of the likelihood that the readmitted student may succeed in pursuing his or her training objective.

Sources

Statute(s): T.C.A. § 49-11-401 et seq.; T.C.A. § 49-8-101 et seq.

Revisions:

TBR Meeting, September 30, 1983; Revised: TBR Meeting, June 30, 1989; Revised: TBR Meeting, September 29, 1995; TBR Meeting, September 22, 2000; Revised: TBR Meeting, September 30, 2005; Revised: TBR Meeting, September 29, 2006; Board Meeting, June 23, 2017.

General Policy on Student Conduct & Disciplinary Sanctions: TBR Policy 3:02:00:01; TCAT- D Policy SS-120

Part 1 Institution Policy Statement

- (1) Students enrolled in Tennessee Colleges of Applied Technology ("TCATs") are citizens of the state, local and national governments, and of the academic community and are, therefore, expected to conduct themselves as law-abiding members of each community at all times. Admission to a TCAT carries with it special privileges and imposes special responsibilities apart from those rights and duties enjoyed by non-students. In recognition of the special relationship that exists between the TCAT and the community which it seeks to serve, the Tennessee Board of Regents ("TBR" or "Board") has authorized the directors of the TCATs under its jurisdiction to take such action as may be necessary to maintain campus conditions and preserve the integrity of the TCATs and their educational environment.

- (2) Pursuant to this authorization and in fulfillment of its duty to provide a secure and stimulating atmosphere in which individual and academic pursuits may flourish, the Board has developed regulations which are intended to govern student conduct on the TCATs under its jurisdiction and which regulations may be expanded or supplemented by the TCATs subject to Board approval. In addition, students are subject to all national, state and local laws and ordinances. If a student's violation of such laws or ordinances also adversely affects the TCATs pursuit of its educational objectives, the TCATs may enforce their own regulations regardless of any proceedings instituted by other authorities. Conversely, violation of any section of these regulations may subject a student to disciplinary measures by the TCAT whether or not such conduct is simultaneously violative of state, local or national laws.
- (3) For the purpose of these regulations, a "student" shall mean any person who is admitted and/or registered for study at a TCAT for any academic period. This shall include any period of time following admission and/or registration, but preceding the start of classes for any academic period. It will also include any period which follows the end of an academic period through the last day for registration for the succeeding academic period, and during any period while the student is under suspension from the TCAT. Finally, "student" shall also include any person subject to a period of suspension or removal from campus as a sanction which results from a finding of a violation of the regulations governing student conduct. Students are responsible for compliance with the Student Disciplinary Policy and with similar TCAT policies at all times.
- (4) Disciplinary action may be taken against a student for violation of the regulations which occur on TCAT owned, leased or otherwise controlled property, while participating in international or distance learning programs, and off campus, when the conduct impairs, interferes with, or obstructs any TCAT activity or the mission, processes, and functions of the TCAT. TCATs may enforce their own regulations regardless of the status or outcome of any external proceedings instituted in any other forum, including any civil or criminal proceeding.
- (5) These regulations, and related material incorporated herein by reference, are applicable to student organizations as well as individual students. Student organizations are subject to discipline for the conduct and actions of individual members of the organization while acting in their capacity as members of, or while attending or participating in any activity of, the organization.
- (6) Confidentiality of Discipline Process. Subject to the exceptions provided pursuant to the Family Educational Rights and Privacy Act of 1974 (FERPA), 20 U.S.C. 1232g and/or the Tennessee Open Records Act, T.C.A. § 10-7-504(a)(4), a student's disciplinary files are considered "educational records" and are confidential within the meaning of those Acts.

Part 2 Disciplinary Offenses

- (1) TCAT disciplinary measures shall be imposed, through appropriate due process procedures, for conduct which adversely affects the TCAT's pursuit of its educational objectives, which violates or shows a disregard for the rights of other members of the academic community, or which endangers property or persons on property owned or controlled by a TCAT.
- (2) TCATs shall adopt and publish a non-exclusive list, providing notice of offenses for which both individuals and organizations may be subject to disciplinary action. The list may include any appropriate offense given the specific needs of the individual TCAT, subject to prior review and approval of the TBR Offices of General Counsel. TCATs are pre-authorized to implement any or all of the disciplinary offenses, in the form set forth immediately below, without need for prior review or approval:
 - (a) Threatening or Disruptive Conduct. Any conduct, or attempted conduct, which poses a threat to the safety of others or where the student's behavior is disruptive of the TCATs learning environment.

- (b) Hazing. Hazing, as defined in T.C.A. § 49-7-123(a)(1), means any intentional or reckless act, on or off the property, of any TCAT by an individual acting alone, or with others, which is directed against any other person(s) that endangers the mental or physical health or safety of that person(s), or which induces or coerces a person(s) to endanger such person(s) mental or physical health or safety. Hazing does not include customary athletic events or similar contests or competitions, and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization;
- (c) Disorderly Conduct. Any individual or group behavior or attire which is abusive, obscene, lewd, indecent, violent, excessively noisy, disorderly, or which unreasonably disturbs TCAT functions, operations, classrooms, other groups or individuals;
- (d) Obstruction of or Interference with TCAT activities or facilities. Any intentional interference with or obstruction of any TCAT, program, event, or facility including the following:
1. Any unauthorized occupancy of facilities owned or controlled by a TCAT or blockage of access to or from such facilities;
 2. Interference with the right of any TCAT member or other authorized person to gain access to any activity, program, event or facilities sponsored or controlled by a TCAT;
 3. Any obstruction or delay of a campus security officer, public safety officer, police officer, firefighter, EMT, or any official of a TCAT, or failure to comply with any emergency directive issued by such person in the performance of his or her duty;
- (e) Misuse of or Damage to Property. Any act of misuse, vandalism, malicious or unwarranted damage or destruction, defacing, disfiguring or unauthorized use of property belonging to another including, but not limited to, any personal property, fire alarms, fire equipment, elevators, telephones, TCAT keys, library materials and/or safety devices;
- (f) Theft, Misappropriation, or Unauthorized Sale of Property. Any act of theft, misappropriation, or sale of school property or any such act against a member of the school community or a guest of the school;
- (g) Misuse of Documents or Identification Cards. Any forgery, alteration of or unauthorized use of TCAT documents, forms, records or identification cards, including the giving of any false information, or withholding of necessary information, in connection with a student's admission, enrollment or status in the TCAT;
- (h) Firearms and Other Dangerous Weapons. Any possession of or use of firearms, dangerous weapons of any kind, or replica/toy guns, e.g. BB guns, pellet guns, paintball guns, water guns, cap guns, toy knives or other items that simulate firearms or dangerous weapons;
- (i) Explosives, Fireworks, and Flammable Materials. The unauthorized possession, ignition or detonation of any object or article which would cause damage by fire or other means to persons or property or possession of any substance which could be considered to be and used as fireworks;
- (j) Alcoholic Beverages. The use and/or possession of alcoholic beverages on TCAT owned or controlled property. This offense includes the violation of any local ordinance, state, or federal law concerning alcoholic beverages, on or off TCAT owned or controlled property, where an affiliated group or organization has alcoholic beverages present and available for consumption;
- (k) Drugs. The unlawful possession or use of any drug or controlled substance (including, but not

limited to, any stimulant, depressant, narcotic or hallucinogenic drug, or marijuana), sale or distribution of any such drug or controlled substance. This offense includes the violation of any local ordinance, state, or federal law concerning the unlawful possession or use of drugs, on or off TCAT owned or controlled property;

- (l) Drug Paraphernalia. The use or possession of equipment, products or materials that are used or intended for use in manufacturing, growing, using or distributing any drug or controlled substance. This offense includes the violation of any local ordinance, state, or federal law concerning the unlawful possession of drug paraphernalia, on or off TCAT owned or controlled property;
- (m) Public Intoxication. Appearing on TCAT owned or controlled property or at a TCAT sponsored event while under the influence of a controlled substance or of any other intoxicating substance;
- (n) Gambling. Unlawful gambling in any form;
- (o) Financial Irresponsibility. Failure to meet financial responsibilities to the TCAT promptly including, but not limited to, knowingly passing a worthless check or money order in payment to the TCAT;
- (p) Unacceptable Conduct in Disciplinary Proceedings. Any conduct at any stage of a TCAT disciplinary proceeding or investigation that is contemptuous, disrespectful, threatening, or disorderly, including false complaints, testimony or other evidence, and attempts to influence the impartiality of a member of a judicial body, verbal or physical harassment or intimidation of a judicial board member, complainant, respondent or witness;
- (q) Failure to Cooperate with TCAT Officials. Failure to comply with directions of TCAT officials acting in the performance of their duties;
- (r) Violation of General Rules and Regulations. Any violation of the general rules and regulations of the TCAT as published in an official TCAT publication, including the intentional failure to perform any required action or the intentional performance of any prohibited action;
- (s) Attempts, Aiding and Abetting. Any attempt to commit any of the offenses listed under this section or the aiding or abetting of the commission of any of the offenses listed under this section (an attempt to commit an offense is defined as the intention to commit the offense coupled with the taking of some action toward its commission). Being present during the planning or commission of any offense listed under this section will be considered as aiding and abetting. Students who anticipate or observe an offense must remove themselves from the situation and are required to report the offense to the TCAT;
- (t) Violations of State or Federal Laws. Any violation of state or federal laws or regulations proscribing conduct or establishing offenses, which laws and regulations are incorporated herein by reference;
- (u) Violation of Imposed Disciplinary Sanctions. Intentional or unintentional violation of a disciplinary sanction officially imposed by an TCAT official or a constituted body of the TCAT;
- (v) Sexual Battery or Rape. Committing any act of sexual battery or rape as defined by state law;
- (w) Harassment or Retaliation. Any act by an individual or group against another person or group in violation of TBR policies, as well as federal and/or state laws prohibiting discrimination, including, but not limited to, TBR policies 5:01:02:00,(F), 6:01:00:00, 6:02:00:00 and TBR Guideline P-080;

- (x) Academic Misconduct. Plagiarism, cheating, fabrication. For purposes of this section the following definitions apply:
1. Plagiarism. The adoption or reproduction of ideas, words, statements, images, or works of another person as one's own without proper attribution,
 2. Cheating. Using or attempting to use unauthorized materials, information, or aids in any academic exercise or test/examination. The term academic exercise includes all forms of work submitted for credit or hours,
 3. Fabrication. Unauthorized falsification or invention of any information or citation in an academic exercise.
 4. Facilitation. Helping or attempting to help another to violate a provision of the TCAT code of academic misconduct.
- (y) Unauthorized Duplication or Possession of Keys. Making, causing to be made or the possession of any key for an TCAT facility without proper authorization;
- (z) Litter. Dispersing litter in any form onto the grounds or facilities of the campus;
- (aa) Pornography. Public display of literature, films, pictures or other materials which an average person applying contemporary community standards would find, (1) taken as a whole, appeals to the prurient interest, (2) depicts or describes sexual conduct in a patently offensive way, and (3) taken as a whole, lacks serious literary, artistic, political or scientific value;
- (bb) Abuse of Computer Resources and Facilities. Misusing and/or abusing campus computer resources including, but not limited to the following:
1. Use of another person's identification to gain access to TCAT computer resources,
 2. Use of TCAT computer resources and facilities to violate copyright laws, including, but not limited to, the act of unauthorized distribution of copyrighted materials using TCAT information technology systems,
 3. Unauthorized access to a computer or network file, including but not limited to, altering, using, reading, copying, or deleting the file,
 4. Unauthorized transfer of a computer or network file,
 5. Use of computing resources and facilities to send abusive or obscene correspondence,
 6. Use of computing resources and facilities in a manner that interferes with normal operation of the TCAT computing system,
 7. Use of computing resources and facilities to interfere with the work of another student, faculty member, or TCAT official,
 8. Violation of any published information technology resources policy,
 9. Unauthorized peer-to-peer file sharing;

- (cc) Unauthorized Access to TCAT Facilities and/or Grounds. Any unauthorized access and/or occupancy of TCAT facilities and grounds is prohibited, including, but not limited to, gaining access to facilities and grounds that are closed to the public, being present in areas of campus that are open to limited guests only, being present in academic buildings after hours without permission, and being present in buildings when the student has no legitimate reason to be present;
 - (dd) Providing False Information. Giving any false information to, or withholding necessary information from, any TCAT official acting in the performance of his/her duties in connection with a student's admission, enrollment, or status in the TCAT;
 - (ee) Unauthorized Surveillance. Making or causing to be made unauthorized video or photographic images of a person in a location in which that person has a reasonable expectation of privacy, without the prior effective consent of the individual, or in the case of a minor, without the prior effective consent of the minor's parent or guardian. This includes, but is not limited to, taking video or photographic images in shower/locker rooms, residence hall rooms, and men's or women's restrooms, and storing, sharing, and/or distributing of such unauthorized images by any means;
 - (ff) Smoking Violations. Violation of any TBR and/or TCAT smoking or other tobacco use rules or policies.
 - (gg) Student on Student Harassment. Unwelcome conduct directed toward a person that is discriminatory on a basis prohibited by federal, state, or local law and that is so severe, pervasive, and objectively offensive that it effectively bars the victim's access to an educational opportunity or benefit. (Per the TBR Freedom of Speech and Expression Policy 1:03:02:60)
- (3) Disciplinary action may be taken against a student for violations of the foregoing regulations which occur at or in association with enrollment at a TCAT for any academic period. Each student shall be responsible for his/her conduct from the time of application for admission through the actual issuing of an award including periods prior to or between trimesters. Conduct occurring while a student is registered or enrolled at the TCAT, but not discovered until after the awarding of a credential is actionable under these provisions and may result in the retroactive application of a disciplinary sanction. Should a student withdraw from the TCAT with disciplinary action or academic misconduct action pending, the student's record may be encumbered by the appropriate TCAT office until the proceedings have been concluded.

Part 3 Academic and Classroom Misconduct

- (1) The instructor has the primary responsibility for maintenance of academic integrity and controlling classroom behavior, and can order the temporary removal or exclusion from the classroom, for no more than one (1) day, of any student engaged in disruptive conduct or conduct that violates the general rules and regulations of the TCAT for each class session during which the conduct occurs. Extended or permanent exclusion from the classroom, beyond the session in which the conduct occurred, or further disciplinary action can be effected only through appropriate procedures of the TCAT.
- (2) Academic misconduct may be defined as any act of dishonesty in academic work. This includes, but is not limited to, plagiarism, the changing or falsifying of any academic documents or materials, cheating and giving or receiving of unauthorized aid in tests, examinations or other assigned work. Students guilty of academic misconduct, either directly or indirectly, through participation or assistance, are immediately responsible to the instructor of the class. Penalties for academic misconduct will vary with the seriousness of the offense and may include, but are not limited to, a grade of "F" on the work in question, a grade of "F"

in the course, reprimand, probation, suspension and expulsion. Upon a finding of academic misconduct, the student will be advised of his/her hearing rights. The student may accept the instructor's finding, grade reduction, and/or other sanction and waive his/her hearing rights. In the event a student believes he/she has been erroneously accused of academic misconduct, he/she may request a hearing. Hearings will be conducted pursuant to the procedures set forth at Part 6, Disciplinary Procedures, below. If the student is found responsible for the allegation(s) of academic misconduct, the grade as assigned by the instructor will stand. Should the hearing source absolve the student of the allegations of academic misconduct, the faculty member will reassess the student's grade based upon the hearing source's finding.

- (3) Disruptive behavior in the classroom may be defined as, but not limited to, behavior that obstructs or disrupts the learning environment (e.g., offensive language, harassment of students and instructors, repeated outbursts from a student which disrupt the flow of instruction or prevent concentration on the subject taught, failure to cooperate in maintaining classroom decorum, etc.), text messaging, and the continued use of any electronic or other noise or light emitting device which disturbs others (e.g., disturbing noises from beepers, cell phones, palm pilots, lap-top computers, games, etc.).

Part 4 Disciplinary Sanctions

- (1) Upon a determination that a student or organization has violated any of the rules, regulations or disciplinary offenses set forth in these regulations, the following disciplinary sanctions may be imposed, either singly or in combination, by the appropriate TCAT official.
- (2) Definition of Sanctions.
 - (a) Restitution. A student who has committed an offense against property may be required to reimburse the school or other owner for damage or misappropriation of such property. Any such payment in restitution shall be limited to actual cost of repair or replacement.
 - (b) Warning. The appropriate school official may notify the student that continuation of repetition of specified conduct may be cause for other disciplinary action.
 - (c) Reprimand. A written and/or verbal reprimand, or censure, may be given any student whose conduct violates these regulations. Such a reprimand does not restrict the student in any way, but does have important consequences. It may signify to the student that he or she is, in effect, being given another chance to conduct himself or herself as a proper member of the school community, but that any further violation will result in more serious penalties. In addition, a reprimand does remain on file in a student's personnel record for period of one year.
 - (d) Service to the TCAT or Community. A student, or student organization, may be required to donate a specified number of service hours to the TCAT performing reasonable tasks for an appropriate TCAT office, official(s), or the local community. The service required shall be commensurate to the offense (e.g., service for maintenance staff for defacing TCAT property);
 - (e) Specified Educational/Counseling Program. A student or student organization may be required to participate in specified educational or counseling program(s) relevant to the offense, or to prepare a project or report concerning a relevant topic;
 - (f) Apology. A student or student organization may be required to apologize to an affected party, either verbally or in writing, for the behavior related to a disciplinary offense;
 - (g) Fines. Penalties in the form of fines may be imposed against a student or student organization whenever the appropriate TCAT authority deems appropriate. The sanction of fines may be

imposed in addition to other forms of disciplinary sanctions. Failure to pay fines may result in further disciplinary action;

- (h) Restriction. A restriction upon a student's privileges for a period of time may be imposed. This restriction may include, for example, denial of the right to be present at the school in any way, denial of use of facilities, parking privileges, or participation in extracurricular activities for a maximum of one year.
- (i) Probation. Continued enrollment of a student on probation may be conditioned upon adherence to these regulations. Any student placed on probation will be notified of such in writing and will also be notified of the terms and length of the probation. Probation may include restrictions upon the extracurricular activities of a student. Any conduct in violation of these regulations while on probationary status may result in the imposition of a more serious disciplinary sanction.
- (j) Suspension. If a student is suspended, he/she is separated from the school for a stated period of time with conditions of readmission stated in the notice of suspension.
- (k) Expulsion. Expulsion entails a permanent separation from the school. The imposition of this sanction does become a part of the student's permanent record, and is a permanent bar to his or her readmission to the school.
- (l) Revocation of Admission, Award or Credentials;
- (m) Any alternate sanction deemed necessary and appropriate to address the misconduct.

Interim Involuntary Withdrawal or Suspension. As a general rule, the status of a student or student organization accused of violation of TBR regulations, this policy, or TCAT policies should not be altered until a final determination has been made in regard to the charges. However, interim involuntary withdrawal or suspension, pending the completion of disciplinary procedures, may be imposed upon a finding by the appropriate institutional official that conduct, or attempted conduct of the student poses a direct threat to the safety of any other member of the institution, its guests, property, or the student's behavior is materially and substantially disruptive of the TCATs learning environment or other campus activities. In any case of interim involuntary withdrawal or suspension, the student, or student organization, shall be given an opportunity at the time of the decision, or as soon thereafter as reasonably possible, to contest the suspension;

- (3) The director of each college of applied technology is authorized, at his/her discretion, to subsequently convert any sanction imposed to a lesser sanction, or to rescind any previous sanction, in appropriate cases.

Part 5 Traffic and Parking

- (1) The purpose of these regulations shall be to facilitate the orderly and efficient flow of traffic on TCAT campuses, to provide a safe atmosphere for both pedestrians and motor vehicle operators, and to provide order with regard to parking within limited space.
- (2) Parking Regulations.
 - (a) The school may require registration with the director's office for all motor vehicles that are driven to campus by a student, faculty, staff member, or any other person authorized to use campus facilities. Additionally, the school may require students and faculty to display a parking permit or decal on their vehicles. Information concerning any such requirements will be available through the Student Services' office.

- (b) Painted lines, markings, or other visible signs will be used to designate authorized parking areas for students, faculty, staff, other employees, visitors, or any other persons authorized to use the school's facilities.
- (c) Inability to locate an authorized parking space on campus will not excuse improper parking.
- (d) Improper parking includes, but is not limited to, the following:
 - 1. Parking in unauthorized spaces or areas;
 - 2. Parking in driveways, sidewalks, intersections, or loading zones;
 - 3. Parking in any manner that blocks properly parked vehicles, such as "doubleparking";
 - 4. Parking in spaces designated for use by disabled persons only;
 - 5. Parking within 15 feet of a fire hydrant.
- (e) Improperly parked vehicles may be towed at the owner's expense.

(3) Traffic Regulations.

- (a) The responsibilities and duties of drivers of motor vehicles on campus include, but are not limited to, the following:
 - 1. Obeying all state and local laws regarding the operation of motor vehicles in addition to these regulations;
 - 2. Observing the maximum speed limit posted on campus;
 - 3. Exercising reasonable care under all circumstances and avoiding reckless driving of any kind;
 - 4. Obeying all traffic signs;
 - 5. Yielding right of way to all pedestrians at all times;
 - 6. Reporting all traffic accidents occurring on campus which involves injury to persons or property to the school's director or his/his designee.
 - 7. Refraining from littering from a vehicle.

(4) Penalties for violations of traffic and parking regulations.

- (a) Faculty, students and visitors are expected to comply with all state laws, county and municipal ordinances governing traffic/parking in their locality. State and local law enforcement authorities will enforce those provisions on TCATTTC campuses.
- (b) Violators may also be subject to disciplinary action in accordance with the in accordance with the TCAT Student Disciplinary Policy governing student conduct and disciplinary sanctions.
- (c) The fine for a disabled/handicapped parking violation is established by statute and will be adjusted as necessary to comply with state law.

- (d) The TCAT Central Office specifically authorizes each of its constituent TCATs to reserve the right to tow any vehicle that is improperly parked or abandoned. Any fees associated with towing will be the responsibility of the owner/driver of the vehicle.

Part 6 Disciplinary Procedures

(1) Hearing Process.

(a) Disciplinary Investigations

1. Violations of the Student Disciplinary Rules should be reported to the campus administration.
2. The Director, or designee, shall inform the student of the allegation(s) and proceed to gather information concerning the case including, but not limited to, interviews with all relevant parties (accused, accuser, and possible witnesses).
3. The Director, or designee, shall review the evidence and determine whether a violation has occurred. If so, a proper disciplinary sanction will be determined.
4. The student will be notified of the findings of the investigation and the proposed sanction. The student shall be informed of his/her right to accept the decision and/or right to a hearing. The student may elect a hearing, or accept the findings and sanction, waive the right to a hearing after receiving written notice of those rights. Failure to make an election will be treated as a waiver.

(b) Uniform Administrative Procedures Act (UAPA) T. C. A. § 4-5-301 et seq.

The only cases which are subject to a UAPA hearing are those which may result in:

1. suspensions or expulsions of a student from the school for disciplinary offenses; or
2. revocation of registration of an official student organization during the term of registration. In those cases, students shall be afforded the opportunity to elect either a proceeding conducted pursuant to the Uniform Contested Cases Procedures as outlined in the provisions of UAPA or a proceeding conducted by the appropriate TCAT committee as outlined in subparagraph (c) immediately below. A student may waive, in writing, his/her right to a hearing after receiving written notice of those rights.

(c) Institutional Hearings

If a student elects a hearing under applicable TCAT procedures, then a review committee shall be established. The review committee will be appointed by the Director and be composed of two (2) student representatives, two (2) faculty members and one (1) non-faculty staff member. An alternate will be designated for any committee member be in attendance.

1. The student shall be advised, in writing, of the breach of regulation(s) of which she/he is charged;
2. The student shall be advised of the time, date, and place of the hearing allowing reasonable time for preparation;
3. The student shall be advised of the following rights applicable at the hearing:
 - a. The right to present his or her case,
 - b. The right to be accompanied by an advisor,

- c. The right to call witnesses in his or her behalf,
- d. The right to confront witnesses against him or her, and
- e. The student shall be advised of the method and time limitations for appeal, if any is applicable.

4. Students subject to any disciplinary sanction are entitled to a due process hearing unless that right is waived by the student after receiving written notice of the available procedures.

(d) Conduct of the Hearing

- 1. A student appearing before the review committee will be given a written statement of the cause for discipline and a time established for the hearing. The hearing must be scheduled no sooner than one (1) day and no more than five (5) school days after the statement is provided.
- 2. The review committee will receive evidence and/or testimony from any source relevant to the issues in the proceeding. This will include, but not be limited to all relevant evidence/witnesses identified by the responding student. A student may be accompanied by an advisor. The advisor may not participate in the hearing, but may be present and advise the responding student during any hearing.
- 3. The review committee will make a decision based on the facts presented within five (5) school days from the date of hearing. The decision will be in writing. The decision will be transmitted to the Director.
- 4. This written statement shall contain clear information concerning the student's right to appeal this decision to the Director with procedures for obtaining the same.
- 5. A student has two (2) school days to appeal the review committee's decision, in writing, to the Director.
- 6. Upon receipt of written notice for appeal from the student, the Director will make a decision within two (2) school days and respond to the student in writing.
- 7. The Director's decision will be final.

(2) Interim Involuntary withdrawal or Suspension Hearings: Hearings conducted with regard to interim involuntary withdrawal or suspensions imposed pending the outcome of a disciplinary investigation or proceeding shall be conducted consistent with the minimum requirements of due process applicable to an institutional hearing, taking into account the need for a timely hearing. The evidence presented at the hearing shall be limited to that which is relevant to the basis asserted for imposition of the interim suspension.

- a) In determining whether a student should be involuntarily withdrawn or suspended for threatening or disruptive conduct, the institution shall consider the nature, duration, severity, and probability of the threat posed or the disruption caused by a student, relying on the best available objective evidence and, if applicable and obtainable, on the most current medical evidence.
- b) The institutions shall also determine whether reasonable modifications of its policies, practices, or procedures could sufficiently mitigate the risk.
- c) Absent exigent circumstances creating an imminent risk or harm, the assessment will be made prior to a decision to involuntarily withdraw or suspend based on the threat he or she poses on others.

- d) If exigent circumstances warrant the immediate removal of a student from the institution, the student will receive, at a minimum, notice and an initial opportunity to present evidence immediately after being placed on involuntary withdrawal, and the opportunity to initiate due process within 30 days of the removal.

3. Alternative Resolution Procedures: Institutions are authorized to establish alternative or multiple methods/bodies for hearings and/or for the resolution of disciplinary matters, with the consent of all relevant parties. Alternative resolution methods may include, but are not limited to, mediation, diversion programs, and or/negotiated resolutions.

This policy is promulgated pursuant to, and in compliance with, TBR Rule 0240-02-03 Systemwide Student Rules – Student Conduct and Disciplinary Sanctions. To the extent that a conflict exists between his policy and TBR rule, policy and/or applicable law(s), the TBR rule, policy and/or law will control. History – Adopted by TBR: 12-8-11. Effective 11/15/15

Revised to include Student on Student Harassment on 3-14-2018 per TBR Policy 1:03:02:60.

Sex Discrimination and Sexual Harassment: TBR 6:02:00:00; TCAT-D Policy AA-108

It is the intent of the Tennessee Board of Regents that the institutions under its jurisdiction shall fully comply with Title IX of the Education Amendments of 1972, Sections 799A and 845 of the Public Health Service Act and Regulations issued pursuant thereto (45 C.F.R. Parts 83 and 86). The following policy and procedures are adopted by the Board to assist the institutions in such compliance.

Policy

I. Sex Discrimination

- A. It is the policy of the Tennessee Board of Regents that, pursuant to Title IX of the Education Amendments of 1972, Sections 799A and 845 of the Public Health Service Act, and Regulations adopted pursuant thereto, no institution shall discriminate on the basis of sex in the education programs or activities of the institution, including health-related training programs.
- B. Institutions shall ensure that equal opportunity and nondiscrimination exist on the basis of sex for students in all education programs and activities, including but not limited to, the following:
 - 1. Recruitment and admission;
 - 2. Academic, extracurricular, research, occupational training, health-related training, and other education programs;
 - 3. Rules on student life activities;
 - 4. Housing;
 - 5. Facilities;
 - 6. Access to course offerings;
 - 7. Counseling;

8. Financial assistance;
 9. Employment assistance;
 10. Health and insurance benefits and services;
 11. Rules on marital or parental status; and
 12. Athletics.
- C. In addition, in conjunction with Board Policy No. 5:01:02:00, each institution shall ensure that no person, on the basis of sex, is excluded from participation in, denied the benefits of, or subjected to discrimination in employment under any education program or activity.
- D. Nondiscrimination in employment on the basis of sex shall include, but not be limited to, the following areas:
1. Employment criteria;
 2. Recruitment and hiring;
 3. Promotion, tenure, demotion, transfer, layoff, termination, nepotism policies, and rehiring;
 4. Compensation;
 5. Job assignments, classifications, and descriptions, lines of progression and seniority lists;
 6. Leave;
 7. Fringe benefits; and
 8. All other terms, conditions, and privileges of employment.

II. Sexual Harassment

- A. It is the policy of the Tennessee Board of Regents that pursuant to Title IX of the Education Amendments of 1972 and regulations adopted pursuant thereto, no institution shall condone sexual harassment of students, applicants for employment or employees and each institution shall affirmatively address all allegations of sexual harassment.
- B. Compliance with this policy shall be effectuated through procedures established in accordance with Section III.B. of this policy and Guideline P-080.
- C. Procedures
1. Designation of Responsible Employee.
 - a. Each institution shall designate at least one employee who will coordinate the efforts of the institution to comply with the Acts and the Regulations.

- b. The designated employee or employees should have sufficient time and ability to evaluate the compliance efforts of the institution, coordinate such efforts, and investigate complaints by employees or students arising under the Acts and the Regulations.
 - c. The names of the designated employee or employees of each institution should be submitted to the Chancellor.
2. Complaint Procedures.
- a. Students and employees shall utilize the complaint and investigation procedure set forth in TBR Guideline P-080 Discrimination and Harassment- Complaint and Investigation Procedure (or the institution's corresponding policy) when filing complaints arising under the Acts or the Regulations.
3. Statement and Dissemination of Policy.
- a. Each institution shall designate a policy statement reaffirming the fact that it does not discriminate on the basis of sex in the educational programs or activities which it operates and that it is required by Title IX of the Educational Amendments of 1972, Sections 799 A and 845 of the Public Health Service Act, and 45 C.F.R. Parts 83 and 86 not to discriminate in employment or in admission to education programs or activities.
 - b. The policy statement shall include the name and address of the employee or employees designated pursuant to Section III. A. 1., to whom inquiries concerning the application of the above Act or the Regulations adopted pursuant thereto may be directed.
 - c. Each institution shall adopt specific and continuing measures whereby applicants for admission and employment, students, employees, and sources of referral of applicants for admission and employment will be notified of the policy adopted pursuant to subsection 1. of this item.
 - d. The policy statement adopted pursuant to section 1. of this item shall be published in the following publications:
 - 1. Local newspapers;
 - 2. Newspapers and magazines operated by the institution or by student or alumni groups; and
 - 3. Memoranda or written communications to every student and employee of the institution.
 - e. In addition, each institution shall include the policy statement in each announcement, bulletin, catalog, and application form which it makes available to any person herein described, or which is used in connection with the recruitment of students or employees.
4. Self-Evaluation.

- a. Each institution shall modify any policies and practices which do not meet the requirements of Title IX, the Public Health Service Act, or the Regulations issued pursuant thereto, shall take appropriate remedial steps to eliminate the effects of any discrimination which resulted from such policies and practices, and shall recommend to the Chancellor amendment of any state legislation which inhibits compliance with Title IX, the Public Health Service Act, and the Regulations issued pursuant thereto.
- b. Each institution shall modify any policies and practices which do not meet the requirements of Title IX, the Public Health Service Act, or the Regulations issued pursuant thereto, shall take appropriate remedial steps to eliminate the effects of any discrimination which resulted from such policies and practices, and shall recommend to the Chancellor amendment of any state legislation which inhibits compliance with Title IX, the Public Health Service Act, and the Regulations issued pursuant thereto.

Sources
Statutes

Listed in Purpose

Approvals & Revisions

TBR Meetings, October 17, 1975; September 30, 1983; December 14, 1984; March 28, 2008; June 19, 2009 to take effect on July 1, 2009. TBR Board Meeting, September 26, 2014 policy renumbered from former policy 2:02:10:01 and revised.

Sexual Misconduct: TBR 6:03:00:00

Policy Area
Sexual Discrimination/Harassment/Misconduct

Applicable Divisions

TCATs, Community Colleges, System Office

Purpose

It is the intent of the Tennessee Board of Regents that the institutions under its jurisdiction shall fully comply with Title IX of the Education Amendments of 1972, §485(f) of the HEA, as amended by § 304 of the Violence Against Women Reauthorization Act of 2013, the regulations implementing these Acts found at 34 CFR §668.41, §668.46, and Appendix A to Subpart D of Part 668. This policy is adopted specifically to address the offenses defined herein.

All other sexual harassment is also strictly prohibited and any allegations of such shall be governed by TBR Guideline P-080, and the applicable institutional policy.

The Tennessee Board of Regents intends for each institution to provide a single, easily accessible and user-friendly document to advise students, employees, and others affected by sexual misconduct of each institution's rules and procedures. Institutions under the Tennessee Board of Regents system shall ensure that the sexual misconduct policy is in a format or formats that make it readily available. The following policy and procedures are adopted by the Board to assist the institutions in such compliance.

Definitions

For the purpose of this policy, the following definitions shall apply:

- Consent - an informed decision, freely given, made through mutually understandable words or actions that indicate a willingness to participate in mutually agreed upon sexual activity. Consent cannot be given by an individual who is asleep; unconscious; or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason; or, is under duress, threat, coercion, or force. Past consent does not imply future consent. Silence or an absence of resistance does not imply consent. Consent can be withdrawn at any time.
- Dating violence - violence against a person when the accuser and accused are dating, or who have dated, or who have or had a sexual relationship. ("Dating" and "dated" do not include fraternization between two (2) individuals solely in a business or non-romantic social context. Violence includes, but is not necessarily limited to,
 - inflicting, or attempting to inflict, physical injury on the accuser by other than accidental means;
 - placing the accuser in fear of physical harm;
 - physical restraint;
 - malicious damage to the personal property of the accuser, including inflicting, or attempting to inflict, physical injury on any animal owned, possessed, leased, kept, or held by the accuser; or,
 - placing a victim in fear of physical harm to any animal owned, possessed, leased, kept, or held by the accuser.
- Domestic violence - violence against a person when the accuser and accused:
 - are current or former spouses;
 - live together or have lived together;
 - are related by blood or adoption;
 - are related or were formally related by marriage; or,
 - are adult or minor children of a person in a relationship described above.
 - Domestic violence includes, but is not necessarily limited to, the following:

- inflicting, or attempting to inflict, physical injury on the accuser by other than accidental means;
 - placing the accuser in fear of physical harm;
 - physical restraint;
 - malicious damage to the personal property of the accuser, including inflicting, or attempting to inflict, physical injury on any animal owned, possessed, leased, kept, or held by the accuser; or,
 - placing the accuser in fear of physical harm to any animal owned, possessed, leased, kept, or held by the accuser.
- Sexual assault - the nonconsensual sexual contact with the accuser by the accused, or the accused by the accuser when force or coercion is used to accomplish the act, the sexual contact is accomplished without consent of the accuser, and the accused knows or has reason to know at the time of the contact that the accuser did not or could not consent. Sexual contact includes, but is not limited to, the intentional touching of the accuser's, the accused's, or any other person's intimate parts, or the intentional touching of the clothing covering the immediate area of the accuser's, the accused's, or any other person's intimate parts, if that intentional touching can be reasonably construed as being for the purpose of sexual arousal or gratification.
 - Stalking - a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested, and that actually causes the accuser to feel terrorized, frightened, intimidated, threatened, harassed, or molested. Harassment means conduct directed toward the accuser that includes, but is not limited to, repeated or continuing non-consensual contact that would cause a reasonable person to suffer emotional distress, and that actually causes the accuser to suffer emotional distress. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose.

Policy

I. Prohibition of Sexual Misconduct

- A. Sexual misconduct is a form of sex discrimination prohibited by Title IX. TBR is committed to helping its institutions rid their campuses of any and all acts of sexual misconduct and discrimination. As set forth in this policy, sexual misconduct includes dating violence, domestic violence, stalking, and sexual assault. TBR and its institutions strictly prohibit these offenses. Any allegation of sexual misconduct as defined herein will be investigated and adjudicated according to this policy. Each institution shall adopt its own policy that is consistent with this policy.

1. Scope of the Policy

- a. These procedures shall be utilized by any employee or student who has been a victim of sexual misconduct.
- b. Former employees or students may file complaints concerning conduct which took place during the time of employment or enrollment and the conduct has a reasonable connection to the institution.
- c. Any employee or student who has knowledge of an act of sexual misconduct against another person shall report the crime to campus security and/or the institution's Title IX coordinator subject to the confidentiality policy set forth below.
- d. This policy applies to all third parties. An example of a third party is a vendor with whom the institution contracts to provide services.
- e. This policy applies to all students and employees, regardless of sexual orientation or gender identity.

2. Title IX Coordinators

- a. Each institution shall designate one Title IX Coordinator. Institutions may designate deputies to assist the Title IX Coordinator; however, the Title IX Coordinator shall be responsible for overseeing all Title IX incidents reported to the institution and for implementation of this policy. It is the intent of TBR that each Title IX Coordinator will have the ability, opportunity, and responsibility to identify and address any systemic gender-based harassment, discrimination, or misconduct. Each institution shall clearly identify its Title IX Coordinator's name, contact information, and a comprehensive list of the Title IX Coordinator's duties. Each institution shall initiate a campaign to inform all students, faculty, and staff of such information. In addition, each institution shall report at the beginning of each new school year to TBR's Office of General Counsel the name of, and contact information for, the institution's Title IX Coordinator.

II. Reporting Sexual Misconduct

A. Confidentiality Policy

- 1. Each institution shall adopt a confidentiality policy that clearly sets forth a victim's options for reporting sexual misconduct. TBR encourages victims of sexual misconduct to talk to someone about what happened, whether they want their report to be investigated or not. Institutions should offer victims someone to talk to confidentially, so that they can get the support they need. Therefore, each institution shall clearly identify, by name and contact information, those employees to whom a student can disclose sexual misconduct in confidence. Institutions shall also either:

- a. Clearly identify responsible employees who must report incidents to the Title IX coordinator; or
 - b. Clearly state that all other employees of the institution are required to report any allegation of sexual misconduct to the Title IX Coordinator.
2. For employees required to report allegations of sexual misconduct to the Title IX Coordinator, those employees shall be trained on their responsibility to report. The training shall include the name and contact information of the person to whom they should report the allegation. Employees required to report shall also be trained to inform victims of their obligation to report as soon as the employee realizes the victim is about to report an incident of sexual misconduct.

B. Reporting Pursuant to the Nottingham Act

1. Unless the victim of a sexual assault does not consent to the reporting of an offense, the chief security officer or chief law enforcement officer of each institution shall immediately notify the local law enforcement agency with territorial jurisdiction over the institution if the officer is in receipt of a report from the victim alleging that any degree of rape has occurred on the property of the institution. The chief security officer or chief law enforcement officer shall designate one (1) or more persons who shall have the authority and duty to notify the appropriate law enforcement agency in the absence of the chief security officer or chief law enforcement officer. In the case of an alleged rape, the institution's law enforcement agency shall lead the investigation. After notifying the local law enforcement agency, the institution shall cooperate in every respect with the investigation conducted by the law enforcement agency. T.C.A. § 49-7-129.
2. If the victim does not consent to the reporting, the chief security officer or chief law enforcement officer of each institution shall not report the offense to the local law enforcement agency. T.C.A. § 49-7-2207; T.C.A. § 49-7-129.

C. How to File a Report of Sexual Misconduct

1. TBR institutions shall clearly identify formal reporting options for Complainant of sexual misconduct. Formal reporting options may include criminal complaints, institutional complaints, anonymous complaints, and alternatives to reporting, such as privileged or confidential disclosures. Policies shall explain how each of these formal reporting options work and include contact information for the people to whom a report can be made. Subject to the institution's confidentiality policy, the Title IX Coordinator shall be notified of all complaints of sexual misconduct.

III. Investigation and Outcomes

A. Institutional Procedures

1. Each institution shall adopt procedures that are consistent with this policy and that clearly explain the institution's process for investigating and resolving complaints of sexual misconduct. The procedures shall include the specific rights outlined in this policy and shall be clearly communicated to all students, faculty, and staff. At a minimum, each institution's procedures shall require the following:
 - a. Each institution shall attempt to get the Complainant to provide the complaint in writing. The complaint shall include the circumstances giving rise to the complaint, the dates of the alleged occurrences, and names of witnesses, if any. The Complainant may fill out a complaint form or submit a detailed written report of the incident. When the Complainant chooses not to provide or sign a written complaint, the matter will still be investigated and appropriate action taken;
 - b. Complaints made anonymously or by a third party must also be investigated to the extent possible;
 - c. All proceedings will include a prompt, fair, and impartial investigation and result. It is the intent of the Tennessee Board of Regents that institutions shall provide the respondent and complainant equitable rights during the investigative and institutional hearing processes as further described in this policy;
 - d. The complainant and respondent shall be provided with the same opportunities to have others present during any proceeding, including the opportunity to be accompanied to any related meeting which they are allowed to attend by the advisor of their choice. Nothing in this policy shall be read to require an institution to allow the respondent to attend an interview of the complainant or other witnesses;
 - e. The institution shall not limit the choice of advisor for either the complainant or respondent;
 - f. The Complainant and Respondent will be simultaneously notified in writing of the result of the investigation, the institutional hearing, and any disciplinary matters, unless the complainant or respondent requests not to be informed of this information; the institution's procedures for the Respondent and the Complainant to appeal the result of the disciplinary proceeding; any change to the result of the disciplinary matter; and when such results become final;
 - g. The Complainant and the Respondent shall be timely notified of all meetings which they are allowed to attend and will be provided with timely access to any information that will be used during any disciplinary proceeding;

- h. The preponderance of the evidence standard (i.e., more likely than not) shall be used in all stages of the complaint proceedings, including any investigation, hearings, and disciplinary matters;
- i. Mediation between the Complainant and the Respondent is never an appropriate resolution in sexual misconduct cases;
- j. All investigation, hearing, and disciplinary actions shall be conducted by officials who do not have a conflict of interest or bias for or against the Complainant or the Respondent. Each institution shall adopt a process by which either party may raise issues related to potential conflicts of interest of such individuals.
- k. Legal Counsel shall always be consulted prior to investigation. Hereinafter, references to "Legal Counsel" shall mean either the Office of General Counsel or on-campus legal counsel, as appropriate.
- l. In situations that require immediate action because of safety or other concerns, the institution may take any administrative action which is appropriate. Examples of such interim actions include, but are not limited to:
 - 1. providing an escort to ensure that the Complainant can move safely between classes and activities;
 - 2. ensuring that the Complainant and Respondent do not attend the same classes;
 - 3. moving the Complainant or Respondent to a different residence hall;
 - 4. providing counseling services;
 - 5. providing medical services;
 - 6. providing academic support services, such as tutoring; and
 - 7. arranging for the Complainant to re-take a course or withdraw from a class without penalty, including ensuring that any changes do not adversely affect the Complainant's academic record.
- m. Students may be placed on interim suspension under the appropriate circumstances pending the outcome of the investigation. Institutions shall follow the procedures set forth in TBR Policy 3:02:00:01-General Regulations on Student Conduct & Disciplinary Sanctions (and applicable institutional policies) before placing any student on interim suspension.
- n. Institutional policies shall clearly state actions a Complainant of sexual assault should take to preserve evidence. A Complainant should not change or destroy clothes, take a shower or bath, wash their hands, use the toilet, brush their teeth, or clean up in any way. If the attack occurred in

the Complainant's home or dorm room, the victim should not rearrange and/or clean up anything. It is very important for the Complainant to seek medical attention immediately so that the Complainant can be screened for sexually transmitted diseases/pregnancy/date rape drugs, obtain emergency contraception, and receive treatment for any physical injuries. Valuable physical evidence can be obtained from the Complainant and the Complainant's clothing.

- o. Institutional policies shall set forth parameters and clarify what information may and may not be shared during a parallel investigation with law enforcement (e.g., via a Memorandum of Understanding with local law enforcement).
- p. Institutions shall not create a separate procedure for investigating and resolving complaints of sexual misconduct involving athletes or any other subgroup of students.

2. Appointing the Investigator

- a. All complaints of sexual misconduct shall be presented to the Title IX Coordinator or designee. After consultation with legal counsel, if the Title IX Coordinator determines that the complaint contains an allegation of dating violence, domestic violence, sexual assault, or stalking, the Title IX Coordinator shall follow the procedures set forth in this policy and the applicable institutional policy to investigate and adjudicate the complaint. The Title IX Coordinator may appoint a qualified, sufficiently trained person to investigate the allegations made in the complaint. Only one person shall be identified as the Investigator. The Investigator shall, at a minimum, receive annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

3. What the Investigation Should Entail

- a. Once the Investigator receives the complaint, the Investigator shall notify the Complainant in writing of their rights and request a meeting. The investigator shall also notify the Respondent in writing of the complaint and their rights and request a meeting with the Respondent.
- b. The investigation shall include interviews with both the Complainant and Respondent, unless either declines an in-person interview. The investigation shall also include interviews with relevant witnesses named by the Complainant and Respondent or any other potential, relevant witness made known to the Investigator. The investigation shall also include the gathering and reviewing of any documentary, electronic, physical, or other type of relevant evidence. The Investigator is expected to request a list of relevant witnesses and evidence from Complainant and

Respondent and take such into consideration. It is the responsibility of the Investigator to weigh the credibility of all individuals interviewed and to determine the weight to be given to information received during the course of the investigation. The Investigator shall not consider any evidence about the Complainant's prior sexual conduct with anyone other than the Respondent. Evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct.

- c. The Investigator shall notify the Complainant, the Respondent, and all individuals interviewed during the investigation that retaliation is strictly prohibited and may be grounds for disciplinary action.

4. Outcome of Investigation

- a. Upon completion of the investigation, the Investigator shall draft a written report that includes the allegations made by the accuser, the response of the accused, and a summary of the investigation. The report shall be delivered to the Decision Maker designated by the institution. The Decision Maker shall, at a minimum, receive annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- b. After review of the report, the Decision Maker shall make a determination as to whether or not a violation of this policy occurred. This determination shall be based on the preponderance of the evidence standard. The Decision Maker's determination and the justification shall be made in writing and provided simultaneously to the accuser and the accused. The Decision Maker's written report shall also contain a notice to both parties of their right to request an institutional hearing on the determination that a policy violation did or did not occur.

5. Institutional Hearing Procedures

- a. Either party may request an institutional hearing on the determination that a policy violation did or did not occur by providing written notice of the request to the Investigator within ten (10) days of receipt of the Decision Maker's decision. If a request is not received within ten (10) days, the Decision Maker's determination is final. Each institution shall adopt procedures for institutional hearings that are consistent with this policy.
- b. The hearing may be held before either a hearing officer or hearing committee. All hearing officers and hearing committee members shall, at a minimum, receive annual training on the issues related

to domestic violence, dating violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

- c. Institutions are not required to allow formal discovery to occur between the parties.
- d. Each party is entitled to have an advisor of their choice available; however, institutions may limit the involvement of the advisor during the hearing or any meeting related to the hearing.
- e. The hearing officer or committee shall use a preponderance of the evidence standard.
- f. The hearing officer or committee shall issue a written determination as to whether or not a violation of this policy occurred and the justification for this decision.
- g. Each party shall be simultaneously notified of the hearing officer or committee's decision in writing. The parties shall also be simultaneously notified of their right to appeal the hearing officer or committee's determination to the President.

6. Appeal of Hearing Decision

- a. If either party chooses to appeal the hearing officer/committee's decision, the party shall notify the Investigator in writing of their decision to appeal within five (5) business days of receipt of the hearing officer/committee's determination. If a written request for appeal is not received within five (5) days, the decision of the hearing officer committee is final. Each institution shall adopt procedures to appeal the decision to the President. The President shall simultaneously notify the parties in writing of their decision and the justification for it. The President's decision as to whether or not a violation occurred is final.

7. Campus-Wide Environment

- a. If a final decision has been made that a policy violation occurred, the Title IX Coordinator or designee shall determine any remedies needed to address the campus-wide environment. It is the intent of TBR that institutions will consider the impact of an incident of sexual misconduct on the campus as a whole and on specific groups or areas on campus. For example, if Title IX Coordinator or designee may determine that specific training is needed for a student group whose members have been accused of sexual assault.

8. Institutional Disciplinary Action

- a. If a final decision has been made that a policy violation occurred, the Respondent shall be referred to the appropriate personnel for a determination of discipline. The appropriate personnel will be determined by the status of the Respondent. For example, if the Respondent is a student, then the matter may be referred to the student conduct officer. If the Respondent is an employee, the matter

may be referred to the Human Resources Department. Each institution shall adopt a policy that clearly outlines the procedures for referring the matter to the appropriate personnel for discipline. The policy shall include, at a minimum, the following rights for the Complainant:

1. The Complainant shall receive sufficient notice of and be allowed to attend any meeting or hearing during the disciplinary process.
2. The Complainant shall be allowed to have an advisor of their choice attend any meeting or hearing.
3. The Complainant shall be allowed to testify at any hearing during the disciplinary process, even if neither party intends to call the Complainant as a witness for their case-in-chief.
4. The Complainant shall be allowed access to any evidence presented during any disciplinary meeting or hearing.
5. The Title IX Coordinator or designee shall be appointed as the Complainant's contact person for any questions or assistance during the disciplinary process.
6. The Complainant shall receive written notice of the outcome of the disciplinary process.
7. The Complainant and Respondent will be simultaneously notified in writing of the result of any proceeding related to the investigation and institutional hearing, unless the complainant or respondent requests not to be informed of this information; the institution's procedures for the Respondent and the Complainant to appeal the result of the disciplinary proceeding; any change to the result; and when such results become final.
9. Timeframe for Conducting the Investigation and Resolving the Complaint
 - a. Every reasonable effort shall be made to conclude the investigation and resolve the complaint within sixty (60) calendar days following receipt of the complaint. Within this sixty (60) day timeframe, it is expected that the Investigator will conclude the investigation, that the Investigator will present a report to the appointed Decision Maker, and that the Decision Maker will notify the parties in writing of the determination. This timeframe does not include a hearing as the result of a request by either party. If such a hearing is requested, every reasonable effort shall be made to conclude the hearing and resolve the appeal, including any appeal to the President, within thirty (30) days following the institution's receipt of the party's request for a hearing. If the Investigator, Decision Maker, or Hearing Officer determine that additional time is needed, both parties shall be notified in writing of the delay, the anticipated date that the investigation or hearing will be concluded, and the reasons for such delay. If either party determines that additional time is

needed, that party shall request such in writing to either the Investigator (if the Decision Maker has not yet made a determination) or Hearing Officer (if a request for hearing has been received by the institution). The written request for additional time shall include the reasons for the requested delay and the number of additional days needed. The Investigator or Hearing Officer shall make every reasonable effort to respond to the request within two (2) business days following receipt of the request and shall notify both parties in written as to whether or not the request is granted.

IV. Victim Services

A. TBR intends for each institution to provide resources and assistance to victims of sexual misconduct.

1. Institutions Without On-Campus Services

- a. For institutions without medical, counseling, or law enforcement services on their campuses, these institutions should partner with local community organizations that may be able to provide these services for victims of sexual misconduct.
- b. Any such partnership shall be clearly communicated to students, faculty, and staff.
- c. Any victim presenting to an institution without on-campus resources shall be informed about the agreement and encouraged to seek services from the partnering community organizations.

2. Victim Services Policy

- a. Each institution shall adopt a policy describing the assistance and services it provides to victims. Each policy shall include, at a minimum, the following:
 1. The identity and contact information for any trained on- and off-campus advocates and counselors who can provide an immediate confidential response in a crisis situation;
 2. Emergency numbers for on- and off-campus safety, law enforcement, and other first responders, including the Title IX coordinator;
 3. A description of the institution's sexual assault response team (SART) process and resources SART members can offer. If an institution does not have a SART, that institution should coordinate with local, community-based SARTs and describe their process, if any are available;
 4. A list of health care options, both on- and off-campus, including options to seek treatment for injuries, preventative treatment for sexually transmitted diseases, and where and how to get a rape kit or find a Sexual Assault Nurse Examiner (SANE);
 5. A statement of the importance of seeking medical treatment in order to preserve evidence;

6. A list of locations, including contact information, for any available advocate (e.g., a local rape crisis center, on-campus advocacy program) who can accompany a victim to the hospital or health provider;
 7. A statement that these services are available for victims of sexual misconduct whether or not a victim chooses to make an official report or participate in the institutional disciplinary or criminal process; and,
 8. A description of interim measures an institution may be able to take to ensure the safety and well-being of the victim and interim measures pending the outcome of the investigation, including examples of interim measures.
3. When a Victim Presents
- a. Each institution shall adopt a policy describing the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred. At a minimum, institutions shall provide to victims written information regarding the following:
 1. The importance of preserving evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order;
 2. How and to whom the alleged offense should be reported;
 3. Options about the involvement of law enforcement and campus authorities, including notification of the victim's option to-
 1. Notify proper law enforcement authorities, including on-campus and local police;
 2. Be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses; and
 3. Decline to notify such authorities;
 4. Where applicable, the rights of the victim and the institution's responsibilities for orders of protection, no contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court or by the institution; and
 5. Options for, and available assistance in, changing academic, living, transportation, and working situations.

V. Education and Awareness

- A. It is the intent of TBR that its institutions will offer educational programming and training to their students, faculty, and staff that are intended to end dating violence, domestic violence, sexual assault, and stalking.

- B. TBR institutions shall create user friendly materials to explain the policy and how victims can get help, and provide those materials online and through other strategies appropriate for the campus. Institutional education related to sexual misconduct shall be provided to all incoming students. Institutions shall promote awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking. Education will also include information on how to prevent sexual assault, such as information on bystander intervention, as well as how to recognize abusive behavior and avoid potential abusive relationships. Students shall be trained on the procedures for filing a report, as well as procedures for institutional disciplinary action in cases of alleged sexual violence. Institutional education will also inform students of the sanctions and protective measures that the institution may impose once a report of sexual violence has been made.

VI. Training

- A. TBR institutions shall develop a plan for implementing and widely publicizing the sexual misconduct policy to the entire campus and provide mandatory training on the policy. Institutions shall establish procedures for regularly reviewing, evaluating, and updating the policy. At a minimum, institutions shall provide training for the Title IX coordinator, law enforcement, responsible employees, victim advocates, and anyone else involved in responding to, investigating, or adjudicating sexual misconduct. Institutional training may provide training to all employees likely to witness or receive reports of sexual violence, including professors, school law enforcement, school administrators, school counselors, general counsels, athletic coaches, health personnel and resident advisors.
- B. Training should ensure that responsible employees with the authority to address sexual violence know how to appropriately respond to reports of sexual violence, that responsible employees know that they are obligated to report sexual violence to the Title IX coordinator or other designated official, and that all employees understand how to respond to reports of sexual violence. Training should also ensure that professional counselors, pastoral counselors, and non-professional counselors or advocates also understand the extent to which they may keep a report confidential.

VII. Title IX Coordinators

- A. To view a list of Title IX Coordinators by Institution, follow this link: <http://www.tbr.edu/oesi/title-ix-officers>

VIII. Retaliation

- A. TBR, its institutions, officers, employees, or agents are strictly prohibited from retaliating, intimidating, threatening, coercing, or otherwise discriminating against any individual for exercising their rights or

responsibilities under any provision of this policy. Retaliation will result in disciplinary measures, up to and including termination or expulsion.

Sources

Statutes

Listed in Purpose, also; T.C.A. §§ 49-7-129, 49-7-2207

Approvals & Revisions

NEW Policy approved at Board Meeting, September 26, 2014.

Discrimination & Harassment - Complaint & Investigation Procedure: TBR Policy P-080; TCAT-D Policy AA-108

Purpose

The purpose of this Guideline is to supplement Board Policies 2:02:10:01 and 5:01:02:00 relative to the orderly resolution of complaints of discrimination or harassment on the basis of race, color, religion, creed, ethnic or national origin, sex, sexual orientation, gender identity/expression, disability, age (as applicable), status as a covered veteran, genetic information, and any other category protected by federal or state civil rights law related to the institutions, and office of the Tennessee Board of Regents.

Guideline

I. Introduction

- A. Fair and prompt consideration shall be given to all complaints in accordance with the procedures set forth.
 - 1. These procedures may be utilized by any employee, applicant for employment or student who believes he or she has been subjected to discrimination or harassment.
 - 2. Former employees or students may file complaints concerning conduct which took place during the time of employment or enrollment provided the complaint is timely filed pursuant to Section V.B of this Guideline, and the conduct has a reasonable connection to the institution.
- B. All employees, including faculty members, are to be knowledgeable of policies and guidelines concerning discrimination and harassment.
 - 1. Using the procedures outlined in Section V below, supervisory employees must promptly report, to the appropriate institutional contact, any complaint or conduct which might constitute harassment, whether the information concerning a complaint is received formally or informally.

2. Failure to do so may result in disciplinary action up to and including termination.
- C. All faculty members, students and staff are subject to this Guideline.
 1. Any faculty member, student or staff found to have violated this Guideline by engaging in behavior constituting discrimination or harassment will be subject to disciplinary action which may include dismissal, expulsion or termination, or other appropriate sanction.
- D. All faculty and staff members are required to cooperate with investigations of alleged discrimination or harassment.
 1. Failure to cooperate may result in disciplinary action up to and including termination.
 2. Students are also required to cooperate with these investigations; failure to do so may result in disciplinary action up to and including expulsion.
- E. Because the courts have imposed strict obligations on employers with regard to discrimination and harassment, institutions must take measures to periodically educate and train employees regarding conduct that could violate this Guideline.
 1. All employees, including faculty members, are expected to participate in such education and training.
 2. All faculty members, students and staff are responsible for taking reasonable and necessary action to prevent and discourage all types of discrimination and harassment.

II. General Statement

- A. It is the intent of the Tennessee Board of Regents that the Board and all of the institutions within the Tennessee Board of Regents System shall fully comply with the applicable provisions of federal and state civil rights laws, including but not limited to;
 1. Executive Order 11246, as amended;
 2. The Rehabilitation Act of 1973, as amended;
 3. The Americans with Disabilities Act of 1990, as amended;
 4. The Vietnam Era Veterans Readjustment Act of 1974, as amended;
 5. The Equal Pay Act of 1963, as amended;
 6. Titles VI and VII of the Civil Rights Act of 1964, as amended;
 7. Title IX of the Educational Amendments of 1972, as amended;
 8. The Age Discrimination in Employment Act of 1967;
 9. The Age Discrimination Act of 1975;
 10. The Pregnancy Discrimination Act;
 11. The Genetic Information Nondiscrimination Act of 2008; and

12. Regulations promulgated pursuant thereto.

- B. The Board of Regents will promote equal opportunity for all persons without regard to race, color, religion, creed, ethnic or national origin, sex, sexual orientation, gender identity/expression, disability, age (as applicable), status as a covered veteran, genetic information, and any other category protected by federal or state civil rights law.
- C. Campuses and the Central Office affirm that they will not tolerate discrimination against any employee or applicant for employment because of race, color, religion, creed, ethnic or national origin, sex, sexual orientation, gender identity/expression, disability, age (as applicable), status as a covered veteran, or genetic information, nor will they tolerate harassment on the basis of these protected categories or any other category protected by federal or state civil rights law.
- D. Similarly, the campuses shall not subject any student to discrimination or harassment under any educational program and no student shall be discriminatorily excluded from participation nor denied the benefits of any educational program on the basis of race, color, religion, creed, ethnic or national origin, sex, sexual orientation, gender identity/expression, disability, age (as applicable), status as a covered veteran, genetic information, or any other category protected by federal or state civil rights law.

III. Discrimination and Harassment

- A. Discrimination - Discrimination may occur by:
 - 1. Treating individuals less favorably because of their race, color, religion, creed, ethnic or national origin, sex, sexual orientation, gender identity/expression, disability, age (as applicable), status as a covered veteran, genetic information, or any other category protected by federal or state civil rights law; or,
 - 2. Having a policy or practice that has a disproportionately adverse impact on protected class members.
- B. Harassment – based on a protected class
 - 1. Harassment is conduct that is based on a person's race, color, religion, creed, ethnic or national origin, sex, sexual orientation, gender identity/expression, disability, age (as applicable), status as a covered veteran, genetic information, or any other category protected by federal or state civil rights law that;
 - a. Adversely affects a term or condition of an individual's employment, education, participation in an institution's activities or living environment;
 - b. Has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, hostile, offensive or abusive environment of the individual; or

- c. Is used as a basis for or a factor in decisions that tangibly affect that individual's employment, education, participation in an institution's activities or living environment.
 - 2. Examples of such conduct include, but are not limited to verbal or physical conduct relating to an employee's national origin, race, surname, skin color or accent, offensive or derogatory jokes based on a protected category, racial or ethnic slurs, pressure for dates or sexual favors, unwelcome comments about a person's religion or religious garments, offensive graffiti, cartoons or pictures, or offensive remarks about a person's age.
 - 3. Not every act that might be offensive to an individual or a group will be considered harassment. Whether the alleged conduct constitutes harassment depends upon the record as a whole and the totality of the circumstances, such as the nature of the conduct in the context within which the alleged incident occurs. Harassment does not include verbal expressions or written material that is relevant and appropriately related to course subject matter or curriculum.
- C. Examples of sexual harassment - Examples of sexual harassment include, but are not limited to, the following;
- 1. Refusing to hire, promote, or grant or deny certain privileges because of acceptance or rejection of sexual advances;
 - 2. Promising a work-related benefit or a grade in return for sexual favors;
 - 3. Suggestive or inappropriate communications, email, notes, letters, or other written materials displaying objects or pictures which are sexual in nature that would create hostile or offensive work or living environments;
 - 4. Sexual innuendoes, comments, and remarks about a person's clothing, body or activities;
 - 5. Suggestive or insulting sounds;
 - 6. Whistling in a suggestive manner;
 - 7. Humor and jokes about sex that denigrate men or women;
 - 8. Sexual propositions, invitations, or pressure for sexual activity;
 - 9. Use in the classroom of sexual jokes, stories, remarks or images in no way or only marginally relevant to the subject matter of the class;
 - 10. Implied or overt sexual threats;
 - 11. Suggestive or obscene gestures;
 - 12. Patting, pinching, and other inappropriate touching;
 - 13. Unnecessary touching or brushing against the body;

14. Attempted or actual kissing or fondling;
15. Sexual violence; including rape, sexual assault, sexual battery, and sexual coercion;
16. Suggestive or inappropriate acts, such as comments, innuendoes, or physical contact based on one's actual or perceived sexual orientation, gender identity/expression.

- a. The examples listed above are not exclusive, but simply represent types of conduct that may constitute sexual harassment. Campus policies may delineate additional examples.

- D. Please note that incidents of sexual violence may constitute criminal acts and as such, investigation and processing by the criminal justice system, local police, campus security and crisis intervention centers may occur in addition to the process developed under this Guideline.

1. Complainant must be notified of his/her right to file a criminal complaint.

IV. Consensual Relationships

- A. Intimate relationships between supervisors and their subordinates and between faculty members and students are strongly discouraged due to the inherent inequality of power in such situations.

1. These relationships could lead to undue favoritism or the perception of undue favoritism, abuse of power, compromised judgment or impaired objectivity.
2. Engaging in a consensual relationship with a student over whom the faculty member has either grading, supervisory, or other evaluative authority (i.e., member of dissertation committee, thesis director, etc.) constitutes a conflict of interest.
3. The faculty member must take steps to remove the conflict by assigning a different supervisor to the student; resigning from the student's academic committees; or by terminating the relationship at least while the student is in his/her class.
4. Likewise, it is a conflict of interest for a supervisor to engage in a consensual relationship with a subordinate over whom he or she has evaluative or supervisory authority.
 - a. The supervisor must take action to resolve the conflict of interest by, for example, assigning another individual to supervise and/or evaluate the subordinate.

V. Procedures

- A. General

1. The following procedures are intended to protect the rights of the aggrieved party (hereinafter, "the Complainant") as well as the party against whom a complaint of discrimination or harassment is lodged (hereinafter "the Respondent"), as required by state and federal laws. Each complaint must be

properly and promptly investigated and, when warranted, appropriate disciplinary action taken against the Respondent.

2. The Office of General Counsel shall always be consulted prior to investigation. If institutions have on-campus legal counsel, that office must be consulted. Hereinafter, references to "Legal Counsel" shall mean either the Office of General Counsel or on-campus legal counsel, as appropriate.
3. In situations that require immediate action because of safety or other concerns, the institution may take any administrative action which is appropriate, e.g., administrative leave with pay pending the outcome of the investigation.
 - a. Students may be placed on interim suspension under the appropriate circumstances pending the outcome of the investigation.
 - b. Legal Counsel should be contacted before any immediate action is taken.
4. Each employee, applicant for employment and student shall be notified of the name, office, and telephone number of the designated EEO/AA, Student Affairs, Title VI or Title IX officer(s) responsible for assuring compliance with this Guideline, Board policy, and federal law.

B. Filing Complaints

1. Any current or former student, applicant for employment, or current or former employee who believes he or she has been subjected to discrimination or harassment at an institution or who believes that he/she has observed discrimination or harassment taking place shall present the complaint to the designated EEO/AA, Student Affairs, Title VI or Title IX officer (hereinafter "the Investigator") responsible for compliance with this Guideline.
2. Complaints under Title VI must be brought within 180 days of the last incident of discrimination or harassment pursuant to Guideline G-125. All other complaints must be brought within 365 days of the last incident of discrimination or harassment.
 - a. Complaints brought after that time period will not be pursued absent extraordinary circumstances.
 - b. The determination of whether the complaint was timely or whether extraordinary circumstances exist to extend the complaint period must be made in conjunction with Legal Counsel.
3. Every attempt will be made to get the Complainant to provide the complaint in writing. The complaint shall include the circumstances giving rise to the complaint, the dates of the alleged occurrences, and names of witnesses, if any.
 - a. The complaint shall be signed by the Complainant.

- b. However, when the Complainant chooses not to provide or sign a written complaint, the matter will still be investigated, and appropriate action taken.
- c. Complaints made anonymously or by a third party must also be investigated to the extent possible.
- 4. If the complaint does not rise to the level of discrimination or harassment, the Investigator may dismiss the complaint without further investigation after consultation with Legal Counsel.
 - a. The Complainant should be informed of other available processes such as the employee grievance/complaint process, or a student non-academic complaint process.

C. Investigation

- 1. Legal Counsel shall be notified of the complaint, whether written or verbal, as soon as possible after it is brought to the attention of the Investigator and the investigation will be under the direction of Legal Counsel.
 - a. All investigatory notes and documents shall be attorney work product.
 - b. The Investigator shall notify the President that an investigation is being initiated.
- 2. When the allegation of discrimination or harassment is against the EEO/AA Officer, Student Affairs Officer, Title VI or Title IX Officer, the President will identify an individual who has been trained in investigating such complaints to investigate the complaint and carry out the responsibilities assigned pursuant to this Guideline.
 - a. When the allegation of harassment is against the President of the institution, the EEO/AA Officer shall notify the Office of the General Counsel who will assign an investigator who will make his/her report to the Chancellor.
- 3. When the Respondent is a student, the Student Affairs Office will investigate the complaint in compliance with the procedures outlined in this Guideline.
 - a. If a finding of violation is made, any resulting disciplinary action will be undertaken in compliance with the institutions' student disciplinary procedures.
- 4. When a student is involved as the Complainant, the Respondent or an individual interviewed, all documentation referring to that student shall be subject to the provisions and protections of the Family Educational Records and Privacy Act (FERPA) and T.C.A. § 10-7-504(a) (4) which requires that certain student disciplinary records are subject to disclosure pursuant to a public records request.
- 5. Investigation of complaints against employees of a Tennessee College of Applied Technology (TCAT) shall be initiated by the Vice Chancellor for Tennessee Colleges of Applied Technology or his/her designee.

- a. In certain circumstances, the lead institution for the TCAT may be asked to conduct the investigation.
 - b. Investigations of complaints made against TCAT students will be undertaken by TCAT Student Services personnel.
 - c. The TCAT Presidents are responsible for notifying the Vice Chancellor whenever a verbal or written complaint is made.
6. In consultation with and under the direction of Legal Counsel, the Investigator shall conduct an investigation of the complaint.
- a. This investigation shall include interviews with both the Complainant and the Respondent, unless either declines an in-person interview.
 - b. The investigation shall also include interviews with relevant witnesses named by the Complainant and Respondent.
 - c. The purpose of the investigation is to establish whether there has been a violation of the Guideline.
 - d. It is the responsibility of the Investigator to weigh the credibility of all individuals interviewed and to determine the weight to be given information received during the course of the investigation.
7. To the extent possible, the investigation will be conducted in such a manner to protect the confidentiality of both parties.
- a. However, the Complainant, Respondent and all individuals interviewed shall be informed that the institution has an obligation to address harassment and that, in order to conduct an effective investigation, complete confidentiality cannot be guaranteed.
 - b. Information may need to be revealed to the Respondent and to potential witnesses.
 - c. However, information about the complaint should be shared only with those who have a need to know about it.
 - d. The Complainant and Respondent shall also be informed that a request to inspect documents made pursuant to the Public Records Act may result in certain documents being released.
 - e. A Complainant may be informed that if he or she wants to speak privately and in confidence about discrimination or harassment, he or she may wish to consult with a social worker, counselor, therapist or member of the clergy who is permitted, by law, to assure greater confidentiality.
 - f. Additionally, the Complainant shall be given assurances that measures will be taken against the Respondent should there be retaliation against him or her.
 - g. Retaliation is prohibited and should be reported to the investigator immediately.

- h. Allegations of retaliation must also be investigated pursuant to the procedure set out in this Guideline.
- 8. The Investigator shall notify in writing the Respondent within five (5) working days of receipt of the complaint.
 - a. The Respondent may respond in writing to the complaint within five (5) working days following the date of receipt of the Investigator's notification.
- 9. If either the Complainant or the Respondent is a student, the Investigator should communicate the prohibition against disclosure of personally identifiable information with regard to the student, based on FERPA.
- 10. The Complainant, the Respondent and all individuals interviewed shall be notified that any retaliation engaged in connection with the complaint or its investigation is strictly prohibited regardless of the outcome of the P-080 investigation and may, in itself, be grounds for disciplinary action.
- 11. At any time during the course of the investigation, the Investigator may meet with both the Complainant and the Respondent individually for the purpose of resolving the complaint informally.
 - a. Either party has the right to end informal processes at any time.
 - b. Mediation will not be used in cases involving sexual assault.
 - c. If informal resolution is successful in resolving the complaint, a report of such, having first been reviewed and approved by Legal Counsel, shall be submitted to the President.
- 12. If informal resolution is unsuccessful, the Investigator shall draft a report summarizing the investigation which shall be sent to Legal Counsel for review.
 - a. Each report shall outline the basis of the complaint, including the dates of the alleged occurrences, the response of the Respondent, the findings of the Investigator, whether there were any attempts made to resolve the complaint informally, a determination of whether there was a violation of the Guideline, and recommendations regarding disposition of the complaint.
 - b. After review and approval by Legal Counsel, the report shall be submitted to the President within sixty (60) calendar days following receipt of the complaint, absent cause for extending the investigation timeline.
 - c. If the complaint involves a college of applied technology, a copy of the final report should also be sent to the Vice Chancellor for Tennessee Colleges of Applied Technology.
 - d. No working papers, statements, etc. generated in the investigation should be attached to the report.

- e. In situations where more time is needed to complete the investigation, for reasons such as difficulty in locating a necessary witness, or complexity of the complaint, additional time may be taken, but only following notice to Legal Counsel and written notice to both the Complainant and the Respondent.
13. If, after investigation, there is insufficient evidence to corroborate the complaint or, in any situation in which the Complainant refuses to cooperate in the investigation, it may be appropriate to discuss the complaint with the Respondent, informing him or her that he or she is not being accused of a P-080 violation, but that the conduct alleged, had it been substantiated, could be found to violate this Guideline.
- a. Any investigation and subsequent discussion should be documented and a report submitted as set forth in this procedure.
 - b. It should also be noted that conduct which does not rise to the level of legally actionable discrimination or harassment may, nevertheless, provide a basis for disciplinary action against the Respondent.
14. The President shall review the Investigator's report, and shall make a final written determination, within a reasonable time as to whether a violation has occurred and, what the appropriate resolution should be.
- a. After the President has made this determination, the Investigator shall, absent unusual circumstances and after consultation with Legal Counsel, provide both the Complainant and the Respondent with a copy of the determination, along with a copy of the Investigator's report.
15. If the investigation reveals evidence that a violation of the Guideline has occurred, the President must take immediate and appropriate corrective action.
- a. Such action may include meeting with the Respondent and/or the Complainant and attempting to resolve the problem by agreement, except in the case of sexual assault.
 - b. Appropriate steps must be taken to ensure that the discrimination or harassment will not reoccur.
16. After completion of the investigation and any subsequent disciplinary proceedings, all documentation shall be forwarded to Legal Counsel.
- a. However, copies of the President's determination, the Investigator's report, the complaint (if it concerns an employee) and documentation of any disciplinary action taken against the Respondent should be placed in a file maintained on campus.
 - b. This file shall be maintained in a location designated by the President.

- c. If such action was taken, copies of documentation establishing disciplinary action taken against the Respondent, whether an employee or student, shall also be maintained in the Respondent's personnel or student record, as appropriate.
 - 1. Some documents involved in a P-080 matter may be subject to the Public Records Act and thus open to public inspection.
 - 2. Other documents may be protected under FERPA, the attorney/client privilege, or attorney work product and would not be releasable.
 - 3. If a Public Records request is received, Legal Counsel must be consulted prior to the release of any documents.
- 17. A complaint found to have been intentionally dishonest or maliciously made will subject the Complainant to appropriate disciplinary action.

D. Appeal of Decision

- 1. Because TBR institutions are committed to a high-quality resolution of every case, each institution must afford the Complainant and Respondent an opportunity to appeal the President's decision concerning Respondent's responsibility for the alleged conduct.
 - a. The appeal process shall consist of an opportunity for the parties to provide information to the institution's attention that would change the decision.
 - b. The appeal process will not be a de novo review of the decision, and the parties will not be allowed to present their appeals in person to the President unless the President determines, in his/her sole discretion, to allow an in-person appeal.
- 2. The institution shall provide written notice of the appeal process to the parties at the time that the parties are advised of the outcome of the investigation.
- 3. Either party may send a written appeal to the President within ten (10) working days, absent good cause, of receipt of the President's determination.
 - a. The appealing party(ies) must explain why he or she believes the factual information was incomplete, the analysis of the facts was incorrect, and/or the appropriate legal standard was not applied, and how this would change the determination in the case.
 - b. Failure to do so may result in a denial of the appeal.
- 4. The President will issue a written response to the appeal as promptly as possible. This decision will constitute the institution's final decision with respect to President's determination.

VI. Other Applicable Procedures

- A. If the President's decision includes disciplinary action, the procedures for implementing the decision shall be determined by the applicable policies relating to discipline (e.g., employee grievance/complaint procedure, student disciplinary policies, and academic affairs policies).

VII. Other Available Complaint Procedures

- A. An aggrieved individual may also have the ability to file complaints with external agencies such as the Equal Employment Opportunity Commission (EEOC), the Tennessee Human Rights Commission (THRC), the Office of Civil rights (OCR), and the courts.
 - 1. Please note that the deadlines for filing with external agencies or courts may be shorter than the deadline established for filing a complaint under this Guideline.
 - 2. Examples of shorter deadlines include, but are not limited to 180 days to file a complaint under Title VI & Title IX, as well as 300 days to file a complaint under Title VII.

VIII. Exception to Guideline for Universities

- A. In lieu of following this Guideline, a university may adopt its own procedures for consideration of complaints of discrimination or harassment, subject to the approval of the Chancellor.
- B. A university seeking to adopt alternative procedures must first submit the proposed procedures to the TBR General Counsel, who will evaluate the proposed procedures to determine whether they are substantially equivalent to this Guideline.
- C. If the General Counsel determines that the proposed procedures are substantially equivalent to this Guideline, she/he will recommend their approval to the Chancellor.

Sources

Presidents Meeting: November 14, 1984 and November 16, 1984 AVTS Sub-Council meeting; August 16, 1988; February 14, 1989; November 10, 1992; August 13, 1996; February 13, 2001; August 16, 2005; November 8, 2005; February 13, 2008; February 14, 2012: Changes in Title VI procedures became effective October 1, 2013 (Ratified at President's Meeting, Nov. 5, 2013); Revision approved at November 11, 2014 President's Meeting.

Freedom of Speech and Expression: TBR 1:03:02:60

Purpose

This policy reflects the commitment of the Board of Regents and the institutions it governs to freedom of speech and expression for all students and all faculty.

Definitions

- **Constitutional time, place, and manner restrictions** means restrictions on the time, place, and manner of free speech that do not violate the First Amendment to the United States Constitution or Article I, Section 19 of the Tennessee Constitution that are reasonable, content- and viewpoint-neutral, narrowly tailored to satisfy a significant institutional interest, and leave open ample alternative channels for the communication of the information or message to its intended audience
- **Faculty or faculty member** means any person, whether or not the person is compensated by a public institution of higher education, and regardless of political affiliation, who is tasked with providing scholarship, academic research, or teaching. For purposes of this part, the term "faculty" shall include tenured and non-tenured professors, adjunct professors, visiting professors, lecturers, graduate student instructors, and those in comparable positions, however titled. For purposes of this part, the term "faculty" shall not include persons whose primary responsibilities are administrative or managerial.
- **Free speech** means speech, expression, or assemblies protected by the First Amendment to the United States Constitution or Article I, Section 19 of the Tennessee Constitution, verbal or written, including, but not limited to, all forms of peaceful assembly, protests, demonstrations, rallies, vigils, marches, public speaking, distribution of printed materials, carrying signs, displays, or circulating petitions. "Free speech" does not include the promotion, sale, or distribution of any product or service.
- **Institution** means an institution governed by the Tennessee Board of Regents.
- **Student** means:
 - I. An individual currently enrolled in a course of study at the institution; and
 - II. An organization that is comprised entirely of individuals currently enrolled in a course of study at the institution.

Policy

- I. General Principles
 - A. Students have a fundamental constitutional right to free speech.
 - B. An institution shall be committed to giving students the broadest possible latitude to speak, write, listen, challenge, learn, and discuss any issue, subject to constitutional time, place, and manner restrictions.
 - C. An institution shall be committed to maintaining a campus as a marketplace of ideas for all students and all faculty in which the free exchange of ideas is not to be suppressed because the ideas put forth are thought by some or even by most members of the institution's community to be offensive, unwise, immoral, indecent, disagreeable, conservative, liberal, traditional, radical, or wrong-headed.

- D. It is for an institution's individual students and faculty to make judgments about ideas for themselves, and to act on those judgments not by seeking to suppress free speech, but by openly and vigorously contesting the ideas that they oppose.
- E. It is not the proper role of an institution to attempt to shield individuals from free speech, including ideas and opinions they find offensive, unwise, immoral, indecent, disagreeable, conservative, liberal, traditional, radical, or wrong-headed.
- F. Although an institution should greatly value civility and mutual respect, concerns about civility and mutual respect shall never be used by an institution as a justification for closing off the discussion of ideas, however offensive, unwise, immoral, indecent, disagreeable, conservative, liberal, traditional, radical, or wrong-headed those ideas may be to some students or faculty.
- G. Although all students and all faculty are free to state their own views about and contest the views expressed on campus, and to state their own views about and contest speakers who are invited to express their views on the institution's campus, they may not substantially obstruct or otherwise substantially interfere with the freedom of others to express views they reject or even loathe. To this end, an institution has a responsibility to promote a lively and fearless freedom of debate and deliberation and protect that freedom.
- H. Through shared governance with its faculty, an institution may determine for itself on academic grounds who may teach, what may be taught, how it may be taught and graded, and who may be admitted to the institution as a student.
- I. An institution shall be committed to providing an atmosphere that is most conducive to speculation, experimentation, and creation by all students and all faculty, who shall always remain free to inquire, to study and to evaluate, and to gain new understanding.
- J. The primary responsibility of faculty is to engage an honest, courageous, and persistent effort to search out and communicate the truth that lies in the areas of their competence.
- K. Although faculty are free in the classroom to discuss subjects within areas of their competence, faculty shall be cautious in expressing personal views in the classroom and shall be careful not to introduce controversial matters that have no relationship to the subject taught, and especially matters in which they have no special competence or training and in which, therefore, faculty's views cannot claim the authority accorded statements they make about subjects within areas of their competence; provided, that no faculty will face adverse employment action for classroom speech, unless it is not reasonably germane to the

subject matter of the class as broadly construed, and comprises a substantial portion of classroom instruction.

- L. An institution shall maintain the generally accessible, open, outdoor areas of its campus as traditional public forums for free speech by students. This does not mean that those areas must be equally available to non- students.
- M. An institution shall not confine students' free speech to certain areas of the campus, sometimes known as "free speech zones," or otherwise create policies implying that students' free speech is restricted to particular areas of campus.
- N. An institution shall not deny student activity fee funding to a student organization based on the viewpoints that the student organization advocates.
- O. An institution shall not establish permitting requirements that prohibit spontaneous outdoor assemblies or outdoor distribution of literature, although an institution may maintain a policy that grants members of the college community the right to reserve certain outdoor spaces in advance.
- P. An institution shall not charge students security fees based on the content of their speech, the content of the speech of guest speakers invited by students, or the anticipated reaction or opposition of listeners to speech.
- Q. An institution shall allow all students and all faculty to invite guest speakers to campus to engage in free speech regardless of the views of guest speakers.
- R. An institution shall not dis-invite a speaker invited by a student, student organization, or faculty member because the speaker's anticipated speech may be considered offensive, unwise, immoral, indecent, disagreeable, conservative, liberal, traditional, radical, or wrong-headed by students, faculty, administrators, government officials, or members of the public.
- S. Students do not have the right to disrupt previously scheduled or reserved activities occurring in a traditional public forum.
- T. An institution is not required to fund costs associated with student speech or expression.

II. Publication of Policy

- A. This policy shall be:
 - 1. Published annually in the institution's student handbook and faculty handbook, whether paper or electronic;

2. Made available to students and faculty by way of a prominent notice on the institution's internet site other than through the electronic publication of the policy in the student handbook and faculty handbook;
3. Sent annually to students and employees to their institutionally-provided email address; and
4. Addressed by the institution in orientation programs for new students and new faculty.

III. Institution Policies

- A. Institutions may adopt institution policies that include measures that do not violate the First Amendment to the United States Constitution or Article I, Section 19 of the Tennessee Constitution such as:
 1. Constitutional time, place, and manner restrictions on assemblies, speech and expression;
 2. Reasonable and viewpoint-neutral restrictions in nonpublic forums;
 3. Restricting the use of the institution's property to protect the free speech rights of students and faculty and preserve the use of the property for the advancement of the institution's mission;
 4. Prohibiting or limiting speech, expression, or assemblies that are not protected by the First Amendment to the United States Constitution or Article I, Section 19 of the Tennessee Constitution; or
 5. Content restrictions on speech that are reasonably related to a legitimate pedagogical purpose, such as classroom rules enacted by faculty.
- B. No later than March 30, 2018, all institutions shall adopt a policy on student-on-student harassment defining the term consistent with and no more expansively than the following definition:
 1. **Student on student harassment** means unwelcome conduct directed toward a person that is discriminatory on a basis prohibited by federal, state, or local law and that is so severe, pervasive, and objectively offensive that it effectively bars the victim's access to an educational opportunity or benefit.
- C. Each institution shall consult the TBR Office of General Counsel when drafting its policies on this subject and obtain its approval prior to implementing such policies.

Sources

Statutes: T.C.A. § 49-7-24 *The Campus Free Speech Protection Act*

NEW policy approved at Board Meeting; Dec. 14, 2017.

Student Due Process Procedure: TBR Policy 3:02:01:00; TCAT-D Policy AA-104

Purpose

The purpose of this policy is to establish student due process procedures for Tennessee Board of Regents institutions.

Policy

I. Due Process

- A. Institutions governed by the State Board of Regents, in the implementation of Board approved policies and regulations pertaining to discipline and conduct of students, shall ensure the constitutional rights of students by affording a system of constitutionally and legally sound procedures which provide the protection of due process of law.
- B. If, in accordance with the institution regulations governing discipline in cases of student social misconduct, a hearing is requested, the following minimal procedures will be observed:
 - 1. The student shall be advised of the time and place of the hearing.
 - 2. The student shall be advised of the breach of regulations of which or she he is charged.
 - 3. The student shall be advised of the following rights:
 - a. The right to present his or her case.
 - b. The right to be accompanied by an advisor.
 - c. The right to call witnesses in his or her behalf.
 - d. The right to confront witnesses against him or her.
 - 4. The student shall be advised of the method of appeal.

Sources

TBR Meetings, August 17, 1973; September 30, 1983

Fees and Refunds: TBR Policy TCAT-080

Purpose

This guideline compliments and implements provisions of Guideline B-060 (Fees, Charges and Refunds), relative to the TCATs. All provisions of B-060 shall otherwise remain in effect for the TCATs. The purpose of the following provisions is to ensure uniform administration of fees and refunds at the TCATs, and to establish related procedures between the TCATs and Lead Institutions.

Guideline

I. Fee Assessment

- A. The amount of fees assessed to a student should be determined by an individual other than the one who collects the fees.
 - 1. Fees assessed shall be in accordance with the current Fee Schedule approved by the Tennessee Board of Regents.
 - 2. Fee schedules shall be made readily available to students and prospective students through the use of bulletin boards, advertisements and school publications.
 - 3. The fee assessment shall be as follows:
 - a. Regular Students

- All students, whether residents or non-residents, shall pay the appropriate fees based upon the number of hours the student is scheduled to attend in the term.
 - Students who enroll concurrently in two or more programs/classes will be assessed fees appropriate to the number of hours scheduled to attend in each program/class.
 - b. Secondary Students (Public Schools)
 - The TCAT will negotiate the appropriate fees with each local public school system for secondary students enrolling at the TCAT.
 - c. Secondary Students (Non-Public Schools)
 - Students enrolled in state-recognized home schools or private schools will be assessed fees in accordance with the current fee schedule.
 - d. Special Industry Students
 - Students shall not be individually assessed fees for special industry training.
 - All charges will be made to the receiving industry(s) and shall be credited to the school's appropriate Grants and Contracts revenue account.

II. Fee Collections

A. Payment of Fees

1. Before any student is counted as enrolled, fees must be paid.
2. Maintenance fees may be waived only in accordance with TBR Guideline B-060.
3. After a student has properly completed the enrollment form and has been approved for the courses designated on the form, the amount of applicable fees will be determined according to the fee schedule.
4. Fees shall be paid according to provisions provided in Policy No. 4:01:03:00 with the students being furnished a pre-numbered receipt.

B. Depositing of Fees

1. After payments for fees are made, the individual collecting the fees will prepare a report of students' names and fees collected at the end of the collection period and present the report and fees to the assigned individual in the school's business office.
2. The assigned individual in the business office shall accept the fees and sign report verifying the accuracy of the count.
3. The individual collecting the fees shall receive a copy of the verified report as a receipt.
4. Fee collections shall be deposited in accordance with TBR Policy 4:01:01:10 by the TCAT staff into the local depository account established for the TCAT.
5. A copy of the report detailing student names and fees collected, accompanied by a copy of the deposit slip shall be transmitted to the business office of the Lead Institution.

C. Bad Check Collections

1. A student paying enrollment fees with a check that is dishonored must redeem the check within ten (10) calendar days from receipt of the notice.
2. Notice should be sent by the TCAT to the student no more than three (3) working days from receipt of notice of a bad check from the bank. Notice by certified mail is optional.
3. The TCAT will have five (5) working days after the expiration of the ten (10) calendar days to pursue any additional collection efforts deemed necessary.
4. Immediately after the five (5) working days, the student will be deleted if the check has not been redeemed in full.
5. If the student pays the bad check within the allotted time period, he/she will be assessed a return check fee in accordance with TBR Guideline B-060 in addition to his/her fee payment.
6. Enrollment fees including returned check fees for students de-enrolled for bad checks should be reversed.

III. Refunds of Fees

A. Eligibility for Refunds

1. Change in a full-time student's schedule which results in reclassification to a part-time student.

2. Change in a part-time student's schedule which results in a class load of fewer hours.
 3. Voluntary withdrawal of the student from the school.
 4. Cancellation of a class by the school.
 5. Death of the student.
 6. Students administratively dismissed will not be eligible for refunds.
- B. Calculation of the Refund
1. Full Refund:
 - a. 100% of fees will be refunded for classes cancelled by the school.
 - b. 100% of fees will be refunded for drops or withdrawals prior to the first official day of classes.
 - c. 100% of fees will be refunded in the case of death of the student during the term.
 2. Partial Refunds
 - a. A refund of 75% may be allowed if a program is dropped or a student withdraws within the first 10% of the class hours.
 - b. A refund of 50% may be allowed if a program is dropped or a student withdraws within the first 20% of the class hours.
 - c. No refund may be permitted after 20% of the class hours has been completed.
- C. Processing of Refunds
1. The TCAT will be responsible for determining the amount of student refunds and will process refunds in accordance with TBR Guideline B-060 and the Council on Occupational Education (COE) standards.
 - a. Refunds, when due, will be made without requiring a request from the student.
 - b. Refunds, when due, will be made within 30 days of the last day of attendance when the student has informed the institution in writing prior to withdrawal.
 - c. If the student drops out without notice to the institution, the refund will be processed 30 days from the date the institution terminates the student or determines withdrawal by the student. All refunds, however, must be made within 60 days of the student's last day of attendance.
 - d. Retention of tuition and fees collected during pre-registration or in advance for a student who does not commence class will not exceed \$100.
 - e. An update will be made to the accounting system by the TCAT or Lead Institution with a transaction resulting in the reduction of revenues from the appropriate fee account.

IV. Other Fee and Charge Considerations

- A. Agreements/contracts may be executed with a third party (federal agency, corporation, institution, etc.), but not with the individual student, to deliver routine courses at a fixed rate or for the cost of delivering the course and may provide for fees not to be charged to individual students. The amount charged to or paid by the third party is credited to the appropriate Grants and Contracts and/or fee revenue account.
- B. Fees established for general interest classes and activities shall be sufficient to cover the total cost incurred in providing instruction.
- C. Agreements with public school systems to provide instruction to secondary students will include a provision to outline the specific fee(s) negotiated with the local school systems.

Sources

AVTS Director's Meeting-August 15, 1985. Revised AVTS SubCouncil Meeting, May 14, 1987; Presidents' Meeting May 21, 1987. Revised AVTS SubCouncil Meeting, January 18, 1989; Presidents' Meeting, February 14, 1989. Revised Presidents' Meeting, November 9, 1994. Directors Meeting February 14, 2002; Presidents Sub-Council May 21, 2002; Presidents' Sub-Council Meeting August 16, 2005; TTC Directors' Sub-Council Meeting August 17, 2005; Presidents' Meeting May 16, 2006; Presidents Meeting August 17, 2010.

Student Scholarships, Grants, Loans & Financial Aid Programs: TBR 3:04:01:01

Purpose

This policy covers the establishment of and participation in student scholarship and financial aid programs by Tennessee Colleges of Applied Technology.

Policy

I. Federal, State and Private Financial Aid, Loan, and Scholarship Programs

- A. All schools are hereby authorized to participate in any private, federal, or state programs providing financial aid, loans, scholarships, grants, and other forms of educational assistance to students. Schools must meet the eligibility requirements for participation and comply with all federal and state laws and regulations related to said programs.
- B. In participating in educational assistance programs, schools shall comply with anti-discrimination laws. Schools may participate in privately funded educational assistance programs which provide preference on the basis of race, color, creed, sex, handicap, age, religious preference, veteran's status, or national origin in the selection of students or awards to students, but only where the aggregate of all such participation is non-discriminatory. Schools may participate in any educational assistance program provided by the federal government or the State of Tennessee for affirmative action or desegregation purposes.

II. Schools Scholarships and Grant Programs

A. General Parameters

- 1. State appropriations shall be expended or applied only to desegregation grants.
- 2. Each school is authorized to employ students under local work programs.
- 3. Schools may award scholarships and grants, in any of the programs listed below in Section II. C., to students who are full-time, part-time, out-of-state, or Tennessee residents.
- 4. The maximum amount of an individual academic scholarship or grant awarded for any one term shall be the amount of the maintenance fees for the term plus an allowance for books and supplies. The maximum books and supplies allowance shall be commensurate with the book and supply allowance component of the standard student budget compiled by the school's financial aid office. The maximum amount that may be awarded to any individual during a single fiscal year shall not exceed the total amount of combined fees and book allowances defined herein. For the purpose of this policy, maintenance fees shall be defined as all mandatory fees payable by a student for continued enrollment at the school. The maximum amount awarded to a part-time student shall be prorated based on the number of hours for which the student is enrolled. Refunds shall be handled in accordance with TBR refund policy outlined in TBR Guideline TCAT-080. The provisions of this section do not apply to privately funded scholarships or grants.
- 5. Each school shall establish specific criteria and guidelines for administration of the scholarships and grant programs listed below in Section IIC. Such criteria must meet the minimum limitations set forth in this policy. The written procedures implementing this policy and all requirements for eligibility, maintenance, and renewal shall be approved by the Vice Chancellor for Colleges of Applied Technology prior to implementation and shall be published in the school's student handbook.

B. Funding Sources for Scholarships and Grant Programs

- 1. Academic Scholarships and School Grants may be funded by a maximum of 10% of the maintenance fees received by the school in any one year. An exception to this limitation may be made upon approval by the Chancellor and subsequent approval of the budget by TBR.
- 2. Desegregation Grants shall be funded by state funds and may be supplemented by other campus revenue sources.

C. Scholarships and Grant Programs

1. Academic Scholarships

- a. Academic scholarship awards shall be limited to students who graduated from high school with a minimum high school average of B or the equivalent. Awards to HSE students shall be based upon evidence of comparable scholastic ability. Schools may make exception to the requirements of this paragraph when admitting students who have not attended high school for at least two years.
- b. Awards of academic scholarships shall be made on a school term basis and may be continuous for the length of the training program, provided the student maintains a minimum B grade average and minimum school attendance requirements.

2. School Grants

- a. School grants may be provided for meeting affirmative and minority recruitment goals.
- b. School grants may be provided for assisting handicapped, physically disadvantaged, and economically disadvantaged students.

Sources

Approved December 11, 1992 Tennessee Board of Regents' Meeting; Revised: TBR Meeting, September 30, 2005.
Revised Jan. 1, 2014 per Tennessee Alternative Diploma Act to reflect change from General Educational Development (GED) Certificate to Tennessee High School Equivalency (HSE) Diploma.

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